



HEALTH, SAFETY AND ENVIRONMENT  
**Annual report 2023**



Construction vehicle  
Tunnel towards Kjetevatn, Flatland  
Foto: Alexandru Titi Georgescu

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### HSE objectives in Tinfos

#### Background

The Norwegian Working Environment Act together with the Internal Control Regulations contain requirements for the enterprise's own activity with regard to systematic HSE work. This report describes the systematic HSE work in Tinfos AS. At the same time, the report presents an overview of key data and figures reflecting the company's HSE work in 2021.

Through this report, Tinfos AS documents our compliance with the requirements of the Working Environment Act and the Internal Control Regulations.

#### **HSE Main objective:**

**It shall be safe to work in Tinfos, and the company shall facilitate and operate our business ensuring that no damage to personnel, material or the environment occurs.**

**Tinfos has specified the company's HSE main objectives in the following sub-goals:**

1. All tasks and activities in the company shall be carried out with a high focus on health, safety and the environment
2. The company shall have 0 work-related injuries resulting in work absence (sick leave) among its own employees. In addition, the company has a goal of 0 work-related injuries resulting in work absence (sick leave) among employees of our suppliers/contractors who perform work within the limits of our construction site, power plants and business areas.
3. The company's HSE and internal control work shall ensure a physically and psychosocial good working environment for all employees in the enterprise.

**Tinfos has established its own ESG objectives based on materiality analysis carried out in 2021, several of which deal with HSE matters. These are made available on our website.**

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### Summary

Constantly new projects in Tinfos AS entail a greater need for follow-up and project support in various disciplines, including HSE. The increasing activity, together with several new employees in the project department, has resulted in an increased workload and resource requirement for HSE project support as well. Therefore, during 2023, Tinfos has increased our staff who work with quality, HSE and sustainability both in Norway and in Indonesia.

In general, the HSE focus is perceived as very good among all employees in Tinfos. At Tinfos, we work organizationally and practically with a view to integrating HSE work between the various locations both at home and abroad. During the year, systematic work has been done on training in relation to HSE, deviation reporting and sustainability. Both in Indonesia and in North Macedonia, we are now on the verge of project start-up, where focus on our HSE goals will be central, as cultural differences and other ways of doing things will give us new challenges and experiences. The safety of our employees, suppliers and stakeholders is our most important focus when we build hydropower plants.

Tinfos aims to ensure that none of our employees or employees of our suppliers injure themselves in ways that result in absence from work. Unfortunately, this goal was not reached in 2023. A total of 5 injuries were registered, of which one of the injuries resulted in absence from work. The latter injury occurred in connection with a very serious incident in a tunnel in one of our development projects where an employee of a supplier was severely hypothermic and taken to hospital. Incident and root cause analyses were carried out afterwards, and lessons learned reports were distributed both internally and to suppliers.

Tinfos achieved the KPI for non-conformance management in 2023, which entailed the identification of at least 150 non-conformities, of which 80% should have a processing time of less than one month.

The new non-conformance module, which was operational from December 2022, has given Tinfos greater opportunities for analyses, reporting and overviews on various topics and subject areas than we have had before, and is today an integrated part of Tinfos' digital quality system.

A new digital substance register was also established in the autumn of 2022. The substance register was updated with known substances in Tinfos during the summer of 2023, and work on training and the establishment of fixed routines for maintaining the register is in progress.

Mapping and remediation activities related to asbestos findings in the building stock at Tinfos continued in 2023, and all employees who have participated in activities where there has been a risk of asbestos exposure have been offered and carried out health checks under the auspices of the occupational health service. Former employees have also received information related to the asbestos findings in letters sent immediately after New Year 2024.

Notodden, 13 April 2024

*Borgar Johnsen*  
Borgar Johnsen  
Worker Safety Representative

*Asgeir Drugli*  
Asgeir Drugli  
Chief Sustainability Officer

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### Innholdsfortegnelse

1	INTRODUCTION .....	6
1.1	About the annual report.....	6
1.2	Preparation of annual report .....	7
2	SYSTEMATIC HSE ACTIVITIES IN TINFOS AS .....	8
2.1	Health, safety and environment legislation .....	8
2.2	HSE Committee.....	8
2.3	Whistleblowing committee .....	2
2.4	Dialogue meetings.....	2
2.5	Information meetings all employees.....	2
2.6	Staff meetings.....	2
2.7	Training.....	2
2.8	Protection of Privacy .....	3
2.9	Nonconformance reporting.....	3
2.10	Occupational health service .....	4
2.11	Safety inspections.....	4
2.12	Internal audits .....	5
2.13	Contingency management in Tinfos.....	5
2.13.1	Contingency plan.....	5
2.13.2	Fire procedures.....	5
2.14	Risk and Vulnerability Assessment (RVA).....	6
2.14.1	Overall RVA for Tinfos (according to the Norwegian internal control regulations).....	6
2.14.2	RVA according to the Norwegian Contingency Regulation .....	6
2.14.3	RVA in construction projects.....	6
2.14.4	ROS 3. person vassdrag .....	Feil! Bokmerke er ikke definert.
3	HEALTH, SAFETY AND ENVIRONMENT GOALS .....	7
3.1	Main goal.....	7
3.2	Objectives .....	7
3.3	Måloppnåelse.....	7
4	ORGANISERING.....	8

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

4.1	Tinfos organization .....	8
4.2	HSE responsibilities, tasks and authority .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.1	Chief Executive Officer, CEO .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.2	<b>Department managers</b> .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.3	Middle managers .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.4	Employees .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.5	Chief Sustainability Officer, CSO .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.6	Quality and Sustainability Manager .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.7	Safety Delegate .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.8	HSE Committee .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.9	The management team .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.10	Project managers .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.11	Chief Operating Officer COO .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.12	Faglig ansvarlig for arbeid knyttet til elektriske anlegg....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.13	Driftsleder (høyspenningsanlegg) og driftsansvarlig (lavspenningsanlegg)	<b>Feil! Bokmerke er ikke definert.</b>
4.2.14	Leder for vassdragsanlegg .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.15	Vassdragsteknisk Ansvarlig (VTA) .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.16	Tilsynspersonell .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.17	Brannvernleder .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.18	IT-ansvarlig .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.19	Beredskapsleder .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.20	Beredskapskoordinator .....	<b>Feil! Bokmerke er ikke definert.</b>
4.2.21	IKT-Sikkerhetskoordinator .....	<b>Feil! Bokmerke er ikke definert.</b>
5	AVVIKSRAPPORTERING 2023 .....	14
5.1	Key performance indicators (KPI) .....	14
5.2	Resultat avviksrapportering .....	14
5.3	Avviksfordeling .....	<b>Feil! Bokmerke er ikke definert.</b>
5.4	Alvorlighetsgrad .....	16
5.5	Årsaker til avvik .....	17

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

5.6	ESG- og HMS-avvik .....	19
5.6.1	Personskader .....	19
5.7	Oppsummering avviksrapporing.....	20
6	ARBEIDSHELSE .....	21
6.1	Totalt sykefravær.....	21
6.2	Fysisk arbeidsmiljø.....	21
6.2.1	Ergonomisk tilpasning .....	22
6.2.2	Asbestfunn Tinfos I (Avvik ID 202).....	22
6.3	Psykososialt arbeidsmiljø .....	22
7	GJENNOMGANG HMS DOKUMENTASJON .....	2
8	KJEMISKE STOFFER .....	2
9	AVFALLSHÅNTERING .....	3
9.1	Avfallsfraksjoner fra Tinfos-aktiviteter.....	3
9.2	Resirkulering av avfall.....	4
10	TILSYN, KONTROLLER OG REVISJONER.....	4
10.1	Branntilsyn (Notodden Brannvesen) .....	5
10.2	Sikkerhet og Beredskap (DSB) .....	5
10.3	Miljøtilsyn (NVE).....	5
10.4	Samsvarstilsyn i forhold til utslippstillatelser (Statsforvalteren) .....	5
10.5	Arbeidstilsyn (Arbeidstilsynet) .....	<b>Feil! Bokmerke er ikke definert.</b>
10.6	Tilsyn jfr. Damsikkerhetsforskriften .....	5
10.7	Internrevisjoner prosjekt.....	6
10.8	Tilsyn og kontroller .....	6
11	HANDLINGSPLAN HMS .....	7
11.1	Handlingsplan HMS 2023 - Årshjul .....	7

# Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

## 1 INTRODUCTION

### 1.1 About the annual report

Section 5 point 8 of the Norwegian Internal Control Regulations (Regulations relating to systematic health, safety and environment work in enterprises) requires that the enterprise carries out systematic monitoring and review of health, safety and environment activities to ensure that it functions as intended. It requires that the review shall be documented in writing.

Tinfos does this by:

- checking and ensuring that the requirements of the Internal Control Regulations are met at an overall level using adapted tools in Sticos.
- making a comprehensive assessment of the actual systematic health, safety and environment work conducted throughout the year, where the results are documented in this annual report.



---

## Health, Safety and Environment Annual report 2023

---

Revision: 01  
Date: 28.05.2024

During the annual review the following are assessed:

- Compliance with requirements of the Internal Control Regulations
- Results of risk assessment and nonconformity treatment for the last year
- whether existing routines are good enough and are followed
- Review of existing Quality Management HSE documentation
- Achievement of health, safety and environment targets
- Establishment of HSE Action Plan

### 1.2 Preparation of annual report

The HSE Committee has established the following routine for the preparation and processing of the annual report:

HSE leader reviews the action plan and this year's results from internal audits, nonconformity treatment and risk assessments. Measures that differ from current plans and conclusions are recorded as nonconformities in the nonconformity system for further follow-up.

The HSE leader and the company's safety representative prepare a written annual report describing the HSE work, and present the report to the HSE Committee, which provides its comments and recommendations for the report. The annual report is presented to the management team for review and consideration together with the HSE Committee's comments and recommendations.

In 2024, the HSE committee will be replaced by AMU due to changes in the Working Environment Act. The AMU will take over the HSE committee's tasks.

After the CEO has approved the report, the annual report is communicated to all employees through the news distribution channel on the company's intranet.

Tinfos wants transparency in our HSE work, and the report is made publicly available to all Tinfos stakeholders on our website [www.tinfos.no](http://www.tinfos.no) both in Norwegian and English.



## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

## 2 SYSTEMATIC HSE ACTIVITIES IN TINFOS AS

### 2.1 Health, safety and environment legislation

The company has an overview of and access to laws and regulations in health, safety and the environment legislation that apply to the business in the company's quality system Tinfos Netpower QMS. All employees in Tinfos AS have user rights to this. Employees of PT Tinfos Hydropower Solutions in Indonesia also have access to national HSE regulations locally.

### 2.2 HSE Committee

The systematic HSE work in Tinfos is carried out in cooperation with the employees and their elected representatives. The employees' participation takes place mainly through the activities of the company's HSE Committee, where union representatives from all local employee organizations participate together with the Safety Representative. In addition, representatives of employees without local union groups and representatives from the company's management team participate. The HSE leader chairs the meetings.

The HSE-Committee establishes an annual HSE meeting plan and informs all employees about the systematic work on HSE in the company by distribution of minutes of meeting from the HSE Committee's meetings.

In 2023 the HSE-committee did consist of the following representatives:

Borgar Johnsen	Verneombud	Tinfos AS
Ingrid Welde	Markedssjef	Forretningsutvikling
Kjell Magne Haugen	Prosjektleder	Prosjekter Norge
Torgeir Aas	Regnskapssjef	Finans og regnskap
Asgeir Drugli	Bærekraftsdirektør	Ledergruppen, HR

In 2023, 3 meetings of the committee were held: 25 April, 13 June and 8 September

In addition to routine reporting and follow-up of non-conformance status, HSE-related incidents, and action plans, the HSE Committee dealt with the following matters in 2023:

- Tinfos HMS-Policy
- Overall HSE instructions in Tinfos, including HSE mandate
- Thoughts on work method and work methodology
- Establishment of HSE action plan 2023
- Asbestos discovery Tinfos November 2022
- HSE policy and psychosocial working environment
- Health checks
- Senior policy
- Personnel responsibility and internal communication
- HSE action plan as an annual cycle
- In-car warning systems
- HSE theme for the year
- Organization building and psychologist
- Pre-Christmas concert
- Social initiatives under the auspices of Tinfos

---

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

---

### 2.3 Whistleblowing committee

At Tinfos, we have established a separate whistleblowing committee that handles whistleblowing cases in accordance with our internal whistleblowing routine.

The whistleblowing committee currently consists of:

- Marita Nordbø Eriksen
- Asgeir Drugli

### 2.4 Dialogue meetings

Sickness absence from work, work accidents, incident reporting and KPI achievement are included as a regular point in all dialogue meetings between management and employee representatives. Four to six (4-6) dialogue meetings are normally held per year.

In 2023, 1 dialogue meeting was held: 15 September 2023

### 2.5 Information meetings all employees

In 2023, during the year 5 information meetings were held for all employees in Norway: 9 January, 16 March, 27 June, 7 September and 20 December.

### 2.6 Staff meetings

HSE are included as a regular point on the agenda in all department meetings/staff meetings.

### 2.7 Training

CEO Øyvind Frydenberg has carried out statutory HSE management training based on Section 3-5 of the AML (Norwegian Working Environment Act) in 2015.

Safety Representative Borgar Johnsen has completed statutory courses for safety delegates and working environment committees based on AML §6-5 in 2016.

Chief Sustainability Officer Asgeir Drugli has completed "Management training in HSE based on AML§ 3-5" and has, together with the company's safety representative, conducted statutory courses for "Safety delegates and working environment committees based on AML §6-5 and §7-4" in 2012. Web course in HSE for managers was conducted by Asgeir Drugli in August 2022.

Operations manager / technical manager for electrical installation Bjarne Berge holds qualifications according to requirements in regulation of electrical enterprises and qualification requirements for work on electrical installations and electrical equipment.

In 2023, the annual course in the Regulations on Safety in Work in and Operation of Electrical Installations (NI; FSE) was postponed until after the New Year and carried out on 9 January 2024. The purpose of the course is to ensure that all employees involved in work on, near or operation of electrical installations are

---

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

---

FSE-certified. Project, construction and department managers and employees in the quality, HSE and sustainability departments are offered the opportunity to participate in the annual FSE courses.

Mandatory first aid course incl. recertification of defibrillators for FSE-certified employees (offered to all employees) with tasks related to work in and operation of electrical systems was carried out on 21.03.2023.

A fire drill in Tinfos I for operating personnel was not carried out in 2023. The exercise was postponed to 29.01.2024.

Internal introduction and training in the new quality system (Tinfo's Netpower Quality) was carried out for all employees through several sessions during Tuesday 6, Wednesday 7 and Thursday 15 June.

Other overviews of courses and certifications can be found in the individual departments' competence matrices.

### 2.8 Protection of Privacy

Tinfos' privacy statement is made available on our website [www.tinfos.no](http://www.tinfos.no).

In addition to the privacy statement, the following GDPR tool is established in Tinfos:

- Privacy instructions
- Processing of privacy data in Tinfos
- Data Processing Agreement Register

The company plans annual reviews to ensure compliance with the Regulation. No review of GDPR procedures was carried out in 2022.

Deviations from privacy regulations are reported to the company's nonconformity system. It is recommended that GDPR training is carried out in Tinfos AS for the entire organization to raise awareness of employees' processing of personal data.

### 2.9 Nonconformance reporting

All the company's employees receive training in non-conformance reporting and are encouraged to actively contribute to the identification of risks and potential for improvement in all parts of the company's activities through the use of the web-based system for non-conformance reporting.

The Board of Directors of Tinfos AS establishes annual objectives for nonconformity reporting and nonconformity management as elements in the establishment of the company's overall Key Performance Indicators (KPI).

Each month, the company's management team receives an overall status for the nonconformity reporting by email from the HSE manager (CSO).

---

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

---

The status of the nonconformity work throughout the year is reported to the board of Tinfos AS as part of the monthly reporting from the management team.

HSE nonconformities with personal injuries and lost time injuries are always reported in management meetings. Serious cases are immediately reported to the management team and, if applicable, to the board of directors of the company's subsidiaries. The CEO reports serious accidents directly to the board of Tinfos AS.

Undesirable incidents involving personal injury are notified in accordance with the company's Notification process in the event of an accident with personal injury in Tinfos AS ref. doc. 200-COP-003.

Any near misses and serious undesirable incidents are reported monthly to the management team and to the board of Tinfos AS, at the same time as they are reviewed and discussed in the HSE Committee.

All accidents that result in lost time injuries undergo an incident analysis (Lessons Learned) where the sequence of events is described, and the accident site is recorded. A root cause analysis and process that identifies solutions and measures are also carried out. The event analysis ends up in a one-page Lessons Learned – sheet that is made available to all employees.

### 2.10 Occupational health service

Tinfos AS has an agreement with Avonova on occupational health services, and an action plan is established annually for the activities of the occupational health service in cooperation with the HSE Committee. The activities of the occupational health service are part of the overall annual action plan for health, safety and environment work established by the HSE Committee.

In addition to advice and guidance provided to employees, managers and safety representative, the occupational health service has assisted Tinfos with the following in 2023:

- Ergonomic inspection and advice/guidance for administrative staff
- Occupational health advice and health checks in connection with the risk of exposure to asbestos
- Cooperation meetings, cooperation plans
- Preparation of annual report on behalf of BHT (Annual report 2023 for Tinfos AS, Avonova)

### 2.11 Safety inspections

In 2023, 2 safety inspections were carried out at Tinfos 7 July and 22 December 2023. The HSE plan calls for 2 safety inspections to be carried out during the year. The HSE committee ensures that nonconformities and observations from safety inspections are followed up and closed.

Safety inspections in construction projects take place regularly and usually at least every 14 days. Nonconformities identified here are reported and handled by the project manager within each project.

---

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

---

### 2.12 Internal audits

As audit manager, the HSE leader at Tinfos conducts internal audits of development projects in accordance with Tinfos' procedure P-08-90. Internal audits shall be carried out in cooperation with the Safety Representative in Tinfos AS and VTA for the project.

Internal audits of construction projects are tools for detecting, correcting, and preventing violations of requirements in the health, safety and environment legislation, while at the same time ensuring systematic monitoring and review of internal control in construction projects to compliance with the Norwegian internal control regulations (Nw.: Internkontrollforskriften).

### 2.13 Contingency management in Tinfos

#### 2.13.1 Contingency plan

Tinfos AS has its own contingency plan describing contingency management, activities, planning and implementation covering special situations such as:

- Accident with personal injury
- Local dam breach Tinfos
- Landslide soils in Intake Magazine
- Operation of Tinfos' hydroelectric power plant with waterflow greater than plant capacity
- Water flow beyond normal flooding
- Fire at Tinfos Power Station
- Fire in commercial buildings / rental objects
- Pollution to water
- Measures when flood hatches cannot be operated from control systems
- Extraordinary flood warning  $Q > 500$  m<sup>3</sup>/s and malfunction of flood hatches
- Outbreak of pandemic or sickness absence

The contingency plan was revised on 24.03.2022 – Rev. 9.

No emergency preparedness exercise was carried out in 2021.

The emergency manager at Tinfos AS is Bjarne Berge (Chief Operating Officer).

#### 2.13.2 Fire procedures

Fire procedures have been prepared and are available in power stations, administration buildings and other buildings on the company's properties.

Fire protection leader in Tinfos AS is Bjørn Helgesen.

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### 2.14 Risk and Vulnerability Assessment (RVA)

#### 2.14.1 Overall RVA for Tinfos (according to the Norwegian internal control regulations)

Overall RVA for Tinfos AS was carried out for Tinfos AS in 2009/2010 in accordance with requirements in the Internal Control Regulations. This is starting to be a while ago, and it's time to conduct another review. A new review and revision of overall RVA according to The Internal Control Regulations are planned for the course of 2024.

#### 2.14.2 RVA according to the Norwegian Contingency Regulation

A review and revision of the Risk Assessment according to the Contingency Regulation (Nw.: Beredskapsforskriften) is scheduled in 2024.

#### 2.14.3 Risk assessment in construction projects

Risk assessments are routinely established for all construction projects. Tinfos AS had 3 active construction projects in 2023: Flateland, Buvasselva and Frøytlandsfoss. Frøytlandsfoss started at the end of the year.

##### 2.14.3.1 Risk assessment OHS (Occupational, health and safety)

Risk and Vulnerability Analyses are routinely carried out in accordance with the Construction Client Regulations in the form of OHS-plans (Nw: SHA-plan). This is relevant for all projects where activities are taking place with the construction and maintenance of power plants where Tinfos is the developer.

##### 2.14.3.2 Risk assessment health and safety community

Tinfos conducts Risk and Vulnerability Analyses for 3rd persons according to Dam Safety Regulations in all our development projects.

##### 2.14.3.3 Risk assessment ESG

In 2023, Risk and Vulnerability Analysis for ESG/Sustainability was initiated in the Frøytlandsfoss project. ESG ROS has previously been carried out for the Flateland project. No ESG-ROS was carried out for Buvasselva.

#### 2.14.4 Risk assessment health, safety community, Operation

Tinfos conducts Risk and Vulnerability Analyses for 3rd person for all our watercourses according to the Dam Safety Regulations. The following watercourses/power plants are covered by the analyses:

##### The watercourse facilities at Notodden:

- Tinfos I and II Last audited 2019

##### Watercourse facilities in the Kobbholm watercourse:

- Kobbholm Last audited 2020
- Valvatn Last audited 2020
- Trillingvann Last audited 2020
- Viksjøen Last audited 2020

---

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

---

### 3 HEALTH, SAFETY AND ENVIRONMENT GOALS

The main goals and objectives for HSE in Tinfos were last revised by the management group in September 2018.

#### 3.1 Main goal

---

***It shall be safe to work in Tinfos, and the company shall facilitate and operate our business ensuring that no damage to personnel, material or the environment occurs.***

---

#### 3.2 Objectives

- 1) All tasks and activities in the company shall be carried out with a high focus on health, safety and the environment
- 2) The company shall have 0 work-related injuries resulting in work absence (sick leave) among its own employees. In addition, the company has a goal of 0 lost time injuries among employees of our suppliers/contractors who perform work within the limits of our construction site, power plants and business areas.
- 3) The company's HSE and internal control work shall ensure a physically and psychosocial good working environment for all employees in the enterprise.

#### 3.3 Måloppnåelse

In general, the HSE focus is perceived as very good among all employees in Tinfos in Norway. Coordination work has been initiated to establish common HSE goals and routines for both Norwegian and international projects.

2023 was a year with relatively high activity in construction projects in Tinfos AS, of which the majority of the activities were carried out in connection with the Flateland and Buvasselva projects. Frøytlandsfoss had construction start at the end of September/October.

At the power plant facilities at Notodden, a major audit of unit 1 in Tinfos I was carried out in the period from August to November 2023.

# Health, Safety and Environment Annual report 2023

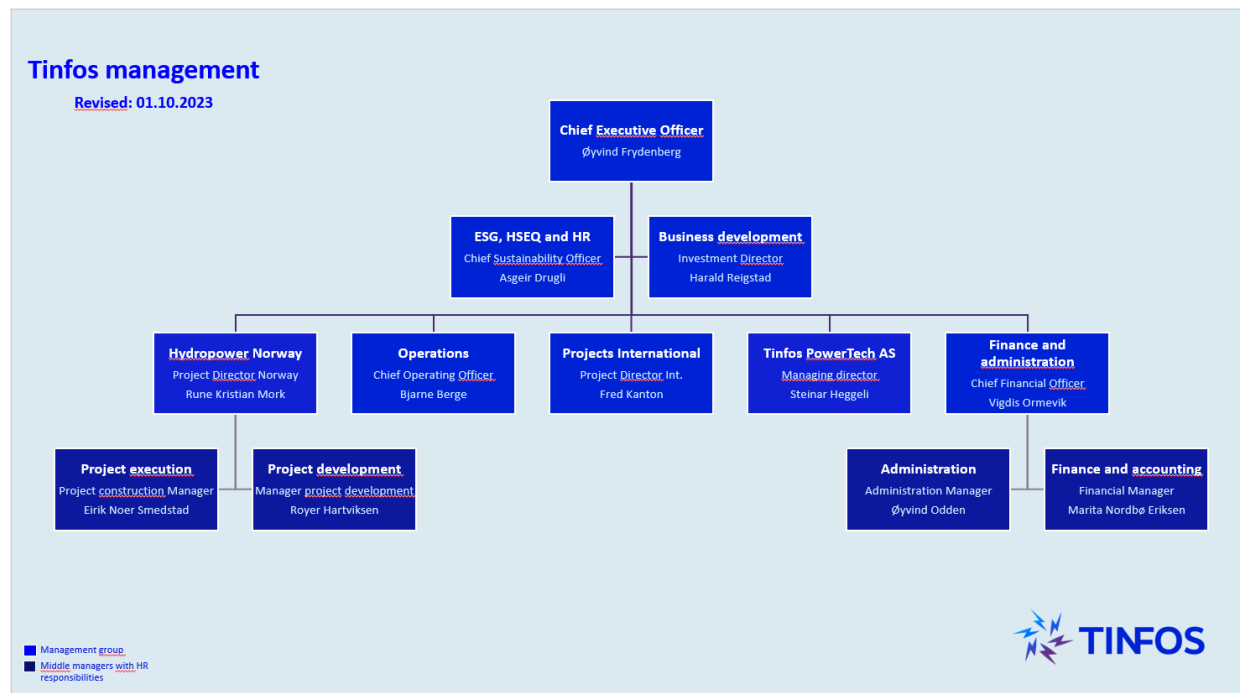
Revision: 01  
Date: 28.05.2024

## 4 ORGANISERING

### 4.1 Tinfos organization

At year-end 2023, Tinfos had 34 employees in Tinfos AS in Norway, 8 employees in PT Tinfos Hydropower Solutions in Indonesia and 1 employee in Gravis Hidro DOO Tetovo in North Macedonia. Tinfos PowerTech AS and Tinfos Entreprenør AS have no employees. Activities in these companies draw on resources in Tinfos AS in the implementation of their activities, and are subject to the HSE organisation and overall management documentation for Tinfos AS.

The Tinfos organization in 2023:



### 4.2 HSE responsibilities, tasks and authority

- All employees

**All employees** are responsible for their own HSE situation and shall contribute to a safe and healthy working environment based on the company's goals, obligations and ethical regulations. Each employee shall carry out tasks in a safe and efficient manner in accordance with applicable requirements and guidelines always with regard to their own and others' safety and with regard to the community and environment.

All employees in Tinfos have the right to stop any activity during work when the situation is considered to involve unacceptable risk of harm to people, the environment or community.



---

## Health, Safety and Environment Annual report 2023

---

Revision: 01  
Date: 28.05.2024

### ■ CEO

**The Chief Executive Officer** has the overall HSE responsibility in the enterprise, and full responsibility for ensuring that the working environment is prudent and complies with regulations set out in the Norwegian Working Environment Act, with associated regulations.

The CEO is responsible for conducting appraisal interviews and assessments of members of the management team. The CEO reports to the Board of Directors of Tinfos AS.

### ■ Safety representative

**The safety representative** has supervisory and control functions that, among other issues, ensure that

- machines, chemical substances and the like do not put workers at risk.
- necessary protective devices and personal protective equipment are available to all workers
- workers receive all the necessary instruction and training.
- the work is designed so that it can be carried out in a safe manner
- work-related accidents are reported

If there is an immediate danger to life or health, the safety representative has a statutory right to stop the work according to the Norwegian Working Environment Act § 6-3.

The safety representative in Tinfos AS is Borgar Johnsen.

The Safety Delegate reports to the CEO.

### ■ The management team

**The management team in Tinfos** was pr. 31.12.2022 represented by CEO, CFO, CSO, COO, Project Director Norway, Project Director International, Administration manager and Administrative Director of Tinfos Powertech AS. The management team is an advisory body for the CEO.

The management team jointly assess the company's strategic HSE principles and prepares relevant policies, procedures, standards, objectives and other governing documents that are deemed necessary as guidance and support for the Group's activities in the implementation of these principles.

The management team reports to the CEO.

### ■ HSE Committee

**The HSE Committee** assists the management in HSE-related matters and provides progress in the systematic HSE work at Tinfos AS and subsidiaries Tinfos AS have agreements with.

The HSE Committee shall:

- establish the annual HSE action plan for the company and update it if necessary.
- assist the safety representative during safety inspections in cooperation with the Occupational Health Provider.
- ensure that the HSE action plan is managed as appropriate

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

- ensure that all employees are informed about the HSE work in the company. Furthermore, the Committee is responsible to ensure that information on legislations, routines and HSE training are provided.
- review the HSE annual report and present it to the management team for acceptance.

The HSE Committee reports to the CEO.

### ■ Chief Sustainability Officer

**The Chief Sustainability Officer** has been delegated the overall operational responsibility for the company's HSE work from the general manager, and shall ensure coordination, follow-up and revision of the HSE work in Tinfos so that all activities are carried out in accordance with the Working Environment Act, the Internal Control Regulations, the company's objectives and guidelines for HSE. The Chief Sustainability Officer owns the HSE processes, is responsible for the company's nonconformity handling routines and conducts regular HSE committee meetings. The CSO shall ensure that all employees receive the necessary HSE training based on the individual's work tasks and workplace.

The Chief Sustainability Officer has the authority to conduct internal audits in all parts of the company.

The Chief Sustainability Officer reports to the Chief Executive Officer.

### ■ Chief Operating Officer

**The chief operating officer** is responsible for the company's operation of power plants and control of electrical installations and electrical equipment, and shall monitor that all activities in Tinfos in this connection are carried out in accordance with HSE requirements laid down in electricity- and water resources legislation.

The power plant manager shall ensure that Tinfos at all times are complying with the Norwegian legislation.

Responsibilities include ensuring the necessary training of instructed personnel and safety training for electrical skilled workers in accordance with the electricity regulations.

For activities related to power plant operation, responsibility for HSE related to roles is defined in the Regulations relating to internal control pursuant to the Watercourse Act (Nw.: IK-vassdrag), the Regulations relating to safety at watercourse facilities (Nw.: Damsikkerhetsforskriften) and the Regulations relating to safety during work in and operation of electrical installations (Nw.: FSE forskriften). The power plant manager is responsible for ensuring that requirements related to these roles are always fulfilled.

The power plant manager reports to the CEO.

---

## Health, Safety and Environment Annual report 2023

---

Revision: 01  
Date: 28.05.2024

- **Administration and HR manager**

**Administration and HR manager** is responsible for safeguarding HSE related risks related to information security (IT security) in Tinfos. The responsibility is defined in more detail in the company's *Information Security Policy* document.

- **Department managers**

**Department managers** are responsible to ensure that HSE is taken care of in their unit, including a good working environment and sufficient level of safety for all activities. Department managers shall ensure organizing and implementation of HSE measures within work processes related to their own field of operation in accordance with laws, regulations and guidelines. Department managers shall at the same time ensure that the company's governing guidelines for HSE and nonconformity reporting are followed in their department.

Department managers are responsible for conducting appraisal interviews and assessments with employees in their respective departments.  
Department managers report to the CEO.

- **Project Managers**

**Project managers** are responsible for HSE activities in their respective projects related to the construction and maintenance of power plants. HSE responsibility in each project is described in the project's OHS (Nw.: SHA) and Environmental and Social Monitoring Plans and the responsibility is mainly regulated by the Norwegian Building Regulations and the Internal Control Regulations.

Project managers report to the project director.

- **Emergency manager**

**The emergency manager** is responsible for Tinfos' overall emergency preparedness activities in terms of planning, implementation and management. The emergency manager maintains contact with the police/LRS/KFR, public authorities, other companies and enterprises at the management level, as well as providing external information in cooperation with the head of information in crisis situations.

The emergency manager at Tinfos AS is Bjarne Berge (Power Plant Manager).  
The emergency manager reports to the CEO.

- **Fire safety leader**

**Fire safety leader** shall ensure fire safety through coordination and facilitation of fire safety activities in Tinfos, including fire safety HSE activities. The fire safety leader represents Tinfos and communicates directly with the local fire department.

The fire safety manager for Tinfos' buildings is Bjørn Helgesen.  
The deputy fire safety manager is Olav Ingolfsrud.  
Fire safety leader reports to COO.

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### ■ [Head of watercourse facilities \(Nw.: Leder for vassdragsanlegg\)](#)

The role of the **head of watercourse facilities** is defined on the basis of the Regulations relating to safety at watercourse facilities (Nw.: Damsikkerhetsforskrifen), which states that the role is responsible to ensure:

- Internal control is exercised for watercourse facilities in accordance with the IK-Watercourses Act (Nw.: IK-Vassdrag)
- qualified personnel have the necessary watercourse technical expertise
- Qualified personnel are given time and resources to perform their tasks
- Reported safety measures are assessed and followed up
- Reporting

Head of watercourse facilities for Tinfos' power plants is Bjarne Berge (Power Plant Manager).

The head of watercourse facilities reports to the responsible party (Nw.: Den ansvarlige); Øyvind Frydenberg (CEO) at Tinfos.

### ■ [Operations manager \(high-voltage installation\) and operations responsible \(low-voltage installation\), \(Nw.: Driftsleder \(høyspenningsanlegg\) og driftsansvarlig \(lavspenningsanlegg\)\)](#)

The role of the **operations manager** (high voltage installation) and the **operations responsible** (low-voltage installation) is defined on the basis of the Regulations relating to safety in connection with work in and operation of electrical installations. The purpose of the regulations is to ensure safety when working on or near and operating electrical installations by requiring activities to be adequately planned and necessary safety measures to be implemented to avoid damage to life, health and material assets.

The operations manager (high voltage plants) and operations responsible (low voltage plants) for Tinfos' power plants is Bjarne Berge (Power plant manager).

The Local Electricity Authority (DLE) is part of the grid company. DLE's mission is to reduce the number of injuries and accidents caused by electricity. Responsible for DLE for Tinfos Nett is Bjarne Berge.

The operations manager/operations responsible reports to the CEO.

Tinfos offers services related to operational management/operational responsibility regulated by operating agreements between Tinfos AS, Tinfos PowerTech AS and external power plant owners as described in Tinfos Instruction 220-INS-002 Formalization of Functions according to The Electricity Supervision Act, FEK and FSE.

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### ■ Responsible for watercourse technical facilities (Nw.: Vassdragsteknisk Ansvarlig (VTA))

VTA's role is defined on the basis of the *Regulations relating to safety at watercourse facilities (Nw.: Damsikkerhetsforskriften)*. VTA has a special professional responsibility for following up safety at the watercourse facilities by:

- prepare and keep updated an internal control system for the watercourse facilities,
- ensure that plant safety is monitored and reassessed;
- report to and propose security measures to the Head of watercourse facilities;
- ensure that planning, engineering, construction and reassessment of the facilities comply with relevant requirements in the regulations, including that necessary disciplines are safeguarded,
- report to the Head of watercourse facilities about situations that deviate from the norm
- train supervisory personnel and deputy VTA on relevant facilities.

For watercourse facilities in impact classes 2, 3 and 4, a substitute VTA with satisfactory qualifications shall be appointed. The deputy VTA shall assume the professional responsibility as VTA for the relevant facilities during the term of office.

The VTA for Tinfos' watercourse facilities is Øystein Fehn, class 2 (hired resource)

The deputy VTA for Tinfos' watercourse facilities is Bjørn Helgesen (Station Manager power plant), class 1

The VTA reports to the head of watercourse facilities (cf. The Dam Safety Regulations) as for Tinfos' watercourse facilities is Bjarne Berge.

Tinfos offers VTA services regulated by operating agreements between Tinfos PowerTech AS and external power plant owners.

### ■ Supervisory personnel

The role of **supervisory personnel** is defined in the *Regulations relating to safety at watercourse facilities (Nw.: Damsikkerhetsforskriften)*. Supervisory personnel perform supervision and emergency preparedness tasks at Tinfos' watercourse facilities.

Supervisory personnel for Tinfos' facilities are employed in the operations department of Tinfos AS and are assigned specified supervisory tasks by the Head of the watercourse facilities.

Supervisory personnel report to the VTA.

Tinfos offers services performed by supervisory personnel regulated by operating agreements between Tinfos PowerTech AS and external power plant owners.

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### 5 NON-CONFORMANCE REPORTING 2023

Non-conformance reporting and processing of the deviations are described in Tinfos' internal procedures P-08-01 Rev. 05 22.06.2018. The handling of non-conformities shall provide a basis for the implementation of measures that in total improve the performance, efficiency and ability to achieve the desired results, including HSE objectives.

#### 5.1 Key performance indicators (KPI)

The Board of Directors of Tinfos AS made the following KPI decisions regarding non-conformance reporting:

- Identification of a minimum of 150 nonconformities in 2023
- 80% of the deviations should have a processing time of less than a month.
- 

The board has linked the KPI to the company's bonus scheme for all employees.

#### 5.2 Non-conformance reporting result

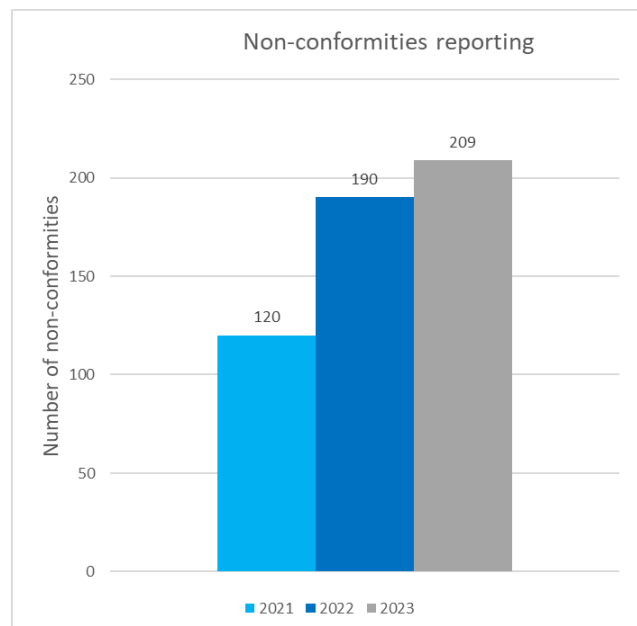
Tinfos AS achieved the target for non-conformance reporting in 2023.

- A total of 209 nonconformities were submitted in 2023.
- 85 % of the non-conformities were processed within one month.

There has been an increase in non-conformance reporting in recent years, as shown in the figure to the right. The biggest rise for reporting non-conformities was from 2021 to 2022, with an increase of 37%. The following year, reporting increased further 9% compared with the previous year. In total, there has been an increase in deviation reporting of as much as 74% in the last two years.

This is in line with the desired development and a direct result of the efforts that have been made with accordance to reporting practices in the projects, operations and administration. This indicates that a positive reporting culture has been established where non-conformance registration is included as an established routine. This positive trend forms a good basis for further follow-up and potential for improvement into the years to come.

In relation to processing time, 85 % of the non-conformities were processed within one month and shows that the non-conformance system facilitates effective and good follow-up of measures, and that those who are assigned the non-conformity treatment have good routines for closing the non-conformities within the 30-day deadline. It is uncertain whether there will be a basis



## Health, Safety and Environment Annual report 2023

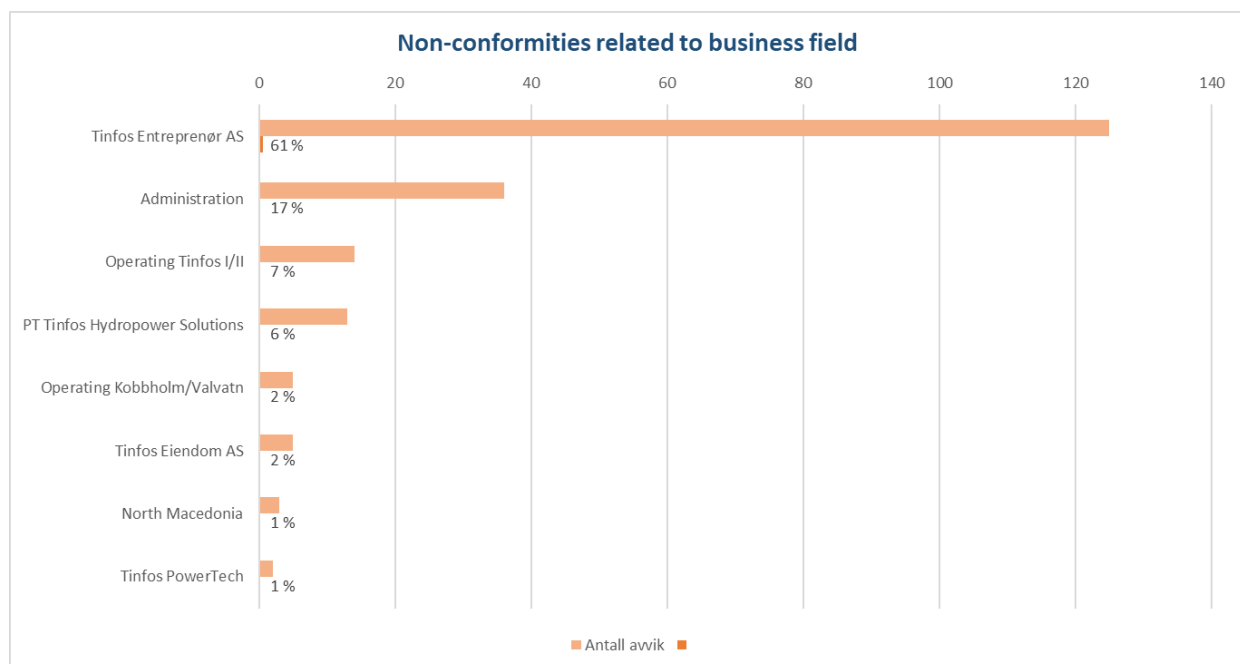
Revision: 01  
Date: 28.05.2024

for an even higher degree of non-conformance processing within a month, as there will always be a certain proportion of non-conformities that are complex and that naturally take more than a month to close.

### 5.3 Non-conformities related to business area

In relation to non-conformities related to business area, Tinfos Entreprenør AS has the largest proportion of non-conformities, totalling 125 pcs, which accounts for 61% of all business areas. In 2022, this share was 54% and in 2021 it was just under 30%. The data basis shows a clear increase in the proportion of non-conformities submitted from projects. The figure below shows the distribution of nonconformities in different business areas, where there is more than a 1% distribution.

Deviations in the categories Project Development, Tinfo's Client Project and Tinfo's Nett are equal, and the register with 1 deviation each, thus amounting to 0.5% each. These three are omitted from the figure below.



Administration has a share of non-conformities of 17% and is thus in line with both 2022 (16%) and 2021 (17%). Operations Tinfos has a deviation rate of 7%, which is a slight increase from last year (4%), but far below the level in 2021 (16%). It appears that this change is due to the threshold for using the deviation reporting module in the new quality system. Since there was a major audit in the power plant in 2023, more non-conformance registrations had been to be expected.

PT Tinfos Hydropower Solutions has a share of 6%, about the same level as the previous year, but as the total amount of non-conformities has increased, this means that the reporting frequency in PT THS has also increased. This is a desired situation. The non-conformities are largely related to damage to measuring equipment in the field.

## Health, Safety and Environment Annual report 2023

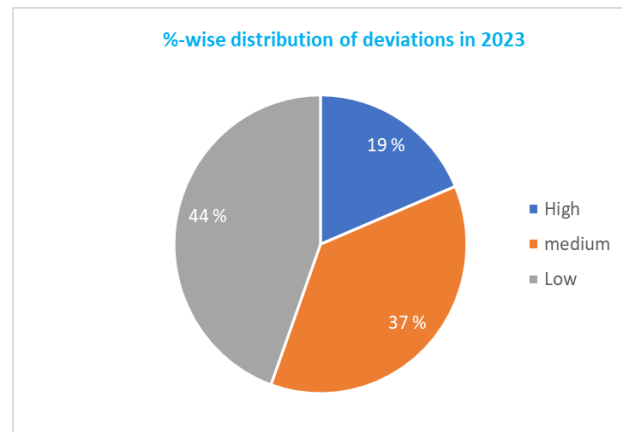
Revision: 01  
Date: 28.05.2024

By assuming that there has been an increase in the reporting of non-conformities in general, it becomes clear that much of this is related to project work in Norway. This is largely related to the Flateland project, where there were many requirements for reporting and monitoring during the project.

### 5.4 Severity rating

Of the total of 209 reported deviations, 39 were registered with the severity rating “high”. A total of 77 deviations was rated “medium” and 93 were registered with “low” severity. See the table below, where the values are given in numbers, while the figure shows the %-wise distribution of deviations in 2023, related to severity.

Severity:	Amount 2023	Amount 2022
High	39	26
Medium	77	68
Low	93	96
<b>SUM deviation</b>	<b>209</b>	<b>190</b>



Compared to 2022, 5 percentage points more non-conformities with High severity have been registered, from 14% in 2022 to 19% in 2023. The proportion of non-conformities with **Low** severity has been reduced correspondingly, from 50% in 2022 to 44% in 2023. The proportion of medium severity is about the same, at 36% in 2022 and 37% in 2023, respectively.

Data related to severity show a shift in the number of deviations from low to high severity. These are statistics that will be essential to understand to ensure a satisfactory risk assessment into the future. If one assumes that more than 60% of the reporting of non-conformities takes place with Tinfos Entreprenør AS, this indicates that it is essential to maintain focus on HSE in project work because there are many incidents where there is a high risk.

The data also shows that there was active reporting in projects in 2023 and that this has had an impact on the statistics. The fact that such a large proportion of the non-conformities are registered with a low degree of severity shows that a lot of reporting takes place even in cases where the person concerned does not perceive the non-conformity as very serious. This helps to keep the focus on HSE and is an important tool for forming good measures where the need is greatest.

The picture of HSE measures is expanded when we combine severity and non-conformance distribution. Most nonconformities are registered in projects. Almost 20% of all non-conformities registered with a high degree of severity.



## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### 5.5 Causes of non-conformities

In this report, we look at registered non-conformities related to undesirable incidents (RUH) and quality non-conformities. The number for all the reasons for deviations is somewhat higher because one deviation can have several causes, and they are therefore registered under several points at the same time. The sum of all the causes nevertheless provides valuable insight into which causes indirectly or directly cause deviations.

The table below shows an overview of the ten most reported reasons for non-conformities.

Reason, 10 or more reports	Quantity
Værforhold / Weatherconditions	32
Teknisk svikt/ technical fault	30
Manglende sikring / Lack of safety installation	21
Årsak andre forhold / Other causes	19
Instruksjon ikke fulgt / Instructions not adhered to	17
Rot eller uryddighet/ mess or untidyness	12
Uoppmerksomhet / Lack of focus	10

Weather conditions are the most reported cause of deviations and number two is technical failure. In relation to weather conditions, this is a doubling of reported causes in 2023 (32) compared to 2022 (15). 8 of the nonconformities were submitted with a high degree of severity, and to a significant extent related to water management in connection with flooding/precipitation and icy roads/areas.

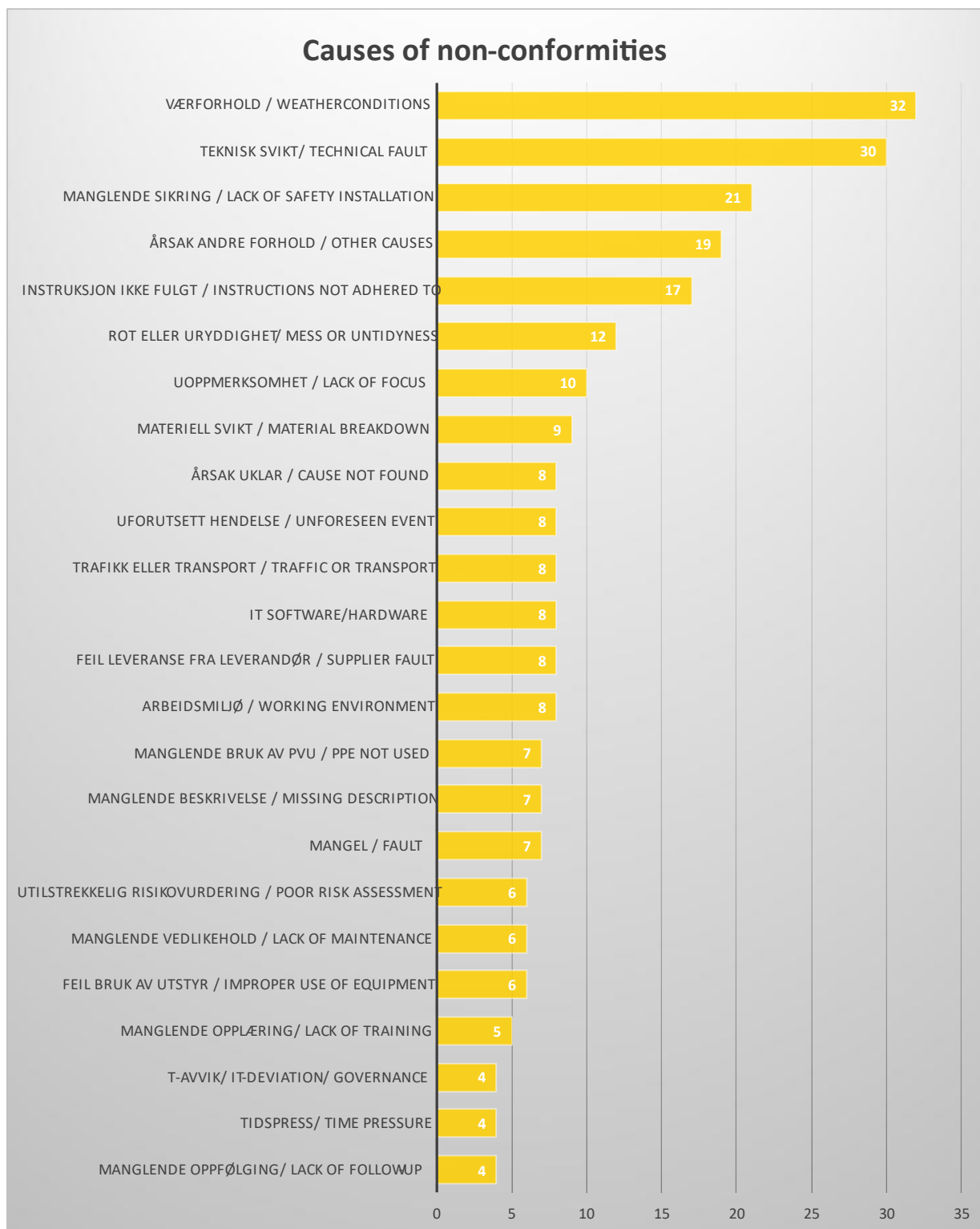
Technical failure had a total of 30 reported nonconformities, but only one of these is characterised as high. Lack of security also turns out to be an area where many deviations are reported, 21 in 2023. In this category, 8 (38 %) were defined as having a high degree of severity and 9 with a moderate degree of severity (42 %). This accounts for a total of 80% of the non-conformities related to lack of security, and in many cases the incidents could have led to more serious consequences with absence from work. This again shows very clearly why HSE and focus on security are important in all work operations.

In the group for the cause category Instruction not followed, Clutter/untidiness or Inattention, there were no deviations with a high degree of severity. See the figure on the next page for more details on additional categories.

In the reason category for Lack of risk assessment, a total of 6 nonconformities were submitted, of which 4 were related to **RUH**. It is worth noting that all of these were characterized with a high degree of severity. This shows that continuous focus on Safe Job Analyses (SJA) is a very important tool for ensuring adequate HSE in the zones where building and construction activities take place.

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024



## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

The figure on the previous page has omitted deviations with a value of 3 or less, but these are listed in the table below. This is the type of deviation that we do not comment further on at this time, but note that Vandalism or Lack of reporting to a small extent applies to Tinfos AS. It also shows that the area of business conduct has not registered deviations to a large extent and indicates that Tinfos administration and project management are succeeding in the work done to ensure good business practice.

Cause, 4 or fewer reports	Verdi
Feil i teknisk dokumentasjon/ Fault in technical documentation	<u>3</u>
Forretningsadferd/ Business conduct	3
Naturkvalitet / Quality of nature	3
Feil montasje / Installation fault	2
Feil prosjektering / Engineering fault	2
Feil i overliggende nett/ EL. regional net fault	<u>2</u>
Manglende rapportering/ lack of reporting	2
Hærverk eller kriminalitet/Vandalism or crime	1

### 5.6 ESG and HSE deviations

Tinfos registers ESG deviations in accordance with the categories **Environment, Social and Governance**. The sum of environmental and social (E & S) non-conformities is defined as HSE non-conformities.

Deviation pr. ESG-category	Sum	Quality deviations	undesirable incidents
Environment	41	2	39
Social	94	4	90
Governance	9	3	6
<b>Sum</b>	<b>144</b>	<b>9</b>	<b>135</b>

A total of 144 ESG deviations were recorded, as stated in the table above. Of this, HSE deviations (E+S deviations) accounted for 135, which corresponds to 94% of all deviations in the ESG category. It will therefore be relevant to say that ESG largely includes non-conformities related to Health, Safety and the Environment (HSE) in our operations. The ESG concept also includes the category of Governance, which touches on activities related to business conduct. This topic is discussed in the sustainability report.

A total of 90 RUHs (adverse event reports) related to the social category were recorded, accounting for approximately 63% of ESG nonconformities. The vast majority of these are minor non-conformities or incidents, but also contain several incidents that under other circumstances could have resulted in personal injury. Measures to reduce risk must be based on the cause of the non-conformities and are further elucidated in section 5.7 Summary of non-conformance reporting.

---

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

---

### 5.6.1 Personal injuries

A total of 5 injuries were registered in 2023, of which one of the injuries was very serious and resulted in absence from work. The latter injury occurred in connection with an incident in a tunnel in one of our development projects where an employee of a supplier was severely hypothermic and taken to hospital. The victim was back at work after a week. Incident and root cause analyses were carried out afterwards, and lessons learned reports were distributed both internally and to suppliers.

The other 4 incidents were of significantly less severity and did not result in absence from work. They are briefly summarized below:

- Fall on the ice in connection with. Work trip: The person in question was on a business trip and slipped on slippery ground
- Injury to the eye: A rock fall in a tunnel that left a small tear on the eye. The person in question was wearing safety glasses.
- Hazard in Pedestrian: Lack of protection over holes in the ground at an eatery, employee suffered abrasions on his knee.
- Opening of mancap: Injury to arm from jack that slipped.

All non-conformities are archived and used as a basis for future measures for risk assessments in relation to HSE.

## 5.7 Summary of deviation reporting

It is very positive that there has been an increase in reporting of 74% in the last two years. This provides a good basis for considering targeted measures.

If we combine the factors of severity, distribution of nonconformities, business area and causes of nonconformities, we get a picture that shows that most nonconformities are related to project activities, where climatic conditions and lack of security stand out as areas where there are both many nonconformities and high risk. With a backdrop where forecasts predict more extreme weather and precipitation, this area will require more focus and risk management in the time ahead. Tinfos works with water, along waterways, in steep terrain and there will always be risks involved in this. Our wish is that it will be safe to work at Tinfos and everyone will come home safely from work. Project support for risk assessment of both facilitation, security and maintenance will be key elements in the years to come.

The data clearly shows how important it is to have continuous and close follow-up related to HSE. This is an area that Tinfos has chosen to increase its resources in 2023, and staffing has been increased in relation to direct project support for follow-up of HSE topics and risk and vulnerability analyses. Work has begun on establishing HSE requirements in Tinfos projects, which will be attached to all our contracts as a basic prerequisite for HSE at all stages. This will be implemented in 2024. A similar one is established for international projects, adapted to the countries where the projects take place in terms of national regulations and local conditions.

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### 6 OCCUPATIONAL HEALTH

Sick leave is absence from work due to illness, injury or other health problems. Good occupational health is therefore a prerequisite for low sickness absence. A publication from STAMI, the National Institute of Occupational Health, states that musculoskeletal disorders are the cause of almost 40% of all sickness absence over 16 days in Norway. 20% of the absence is due to mental health problems or illnesses. The causes of sickness absence are complex, but according to STAMI, previous research has confirmed that conditions in the workplace can play a role. Knowledge of the specific factors in the workplace is a prerequisite for implementing targeted prevention measures. Assessing sickness absence in a company therefore provides a picture of the employees' occupational health.

#### 6.1 Total ailment absence

Tinfos has had low ailment absence for a long period of time, and this is also the case for 2023. The total sickness absence was 1.32%. This figure includes both short-term absence (less than 16 days) and long-term absence (over 16 days). In 2023, no long-term absence was registered in Tinfos AS. See the table below for details.

Ailment absence 2023			
	shorttime (0-16 days)	Longtime (>16 days)	Total
2023	1,32 %	0 %	1,32 %
2022	2,1 %	0,5 %	2,6 %
2021	1,5 %	1,2 %	2,7 %

#### Comparable statistics in 2023:

- 6.8% Norway total
- 5.9% Renewable Norway
- 6.7% Building and construction
- 7.1% Administrative and support services

Tinfos has a low ailment absence of 1.3% compared to the average ailment absence in Norway in 2023, which is a total of 6.8%. Tinfos is 5.5 percentage points below the national figures. If one compares the figures from Tinfos with similar industries, one sees that Tinfos is also well below other statistics with 4.6 percentage points lower than the average sickness absence registered by Renewable Norway. There is a greater distance to the industries Building and construction and administrative services.

Tinfos has a strong focus on the physical and psychosocial working environment, and low sickness absence may indicate that there is currently good occupational health for employees affiliated with Tinfos.

#### 6.2 Physical working environment

As mentioned above, musculoskeletal disorders are the cause of almost 40% of all sickness absence over 16 days in Norway. This may be due to heavy physical work, i.e. full-body work that requires a lot of muscle power to lift or move objects or people, work tasks that require the neck or back to be kept in a forward bent position for a long period of time, repetitive and/or one-sided work movements, such as work with a keyboard, mouse and computer screen. Facilitation to reduce these types of disorders may therefore contribute to better occupational health.

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### 6.2.1 Ergonomic adaption

In 2023, a review was carried out of all workplaces associated with administration with a view to ergonomic adaptation. Employees were visited by a consultant from the occupational health service, Avonova, who went through the workstation for the individual. The focus was on sitting position, lighting conditions and aids (computer, keyboard, mouse) and any furniture that could be replaced.

Measures were initiated afterwards, and the work continued into 2024. A similar review is planned for the operations department during 2024.

### 6.2.2 Asbestos discovery Tinfos I (non-conformance ID 202)

The focus on asbestos in the Tinfos power plants at Notodden was set after a routine test prior to the audit planned for unit 2 in 2023 revealed traces of asbestos in two out of six dust samples from surfaces in Tinfos I in November 2022. The routine test was initiated by Voith, who was engaged to carry out the audit. An extensive mapping and remediation/cleaning work was carried out in the spring of 2023 by Moby Entreprenør AS, which was used by Voith for this type of task. The survey revealed traces of asbestos on certain surfaces both in the power plant premises, and in some buildings in the building stock that are currently managed by Tinfos Eiendom AS. Details of findings and remediation measures are described in separate reports and minutes of meetings in Tinfos' non-conformance system. The company is now working on establishing new internal routines for, among other things, control and sampling based on the experience gained in this case.

### 6.3 Psychosocial working environment

A low level of sickness absence is an indicator that systematic work for HSE in the workplace is important and helps to create a workplace where employees experience a good psychosocial working environment and thrive. If the statistics from STAMI are used as a basis, approximately 20 % of sickness absence will normally be due to mental health problems or illnesses. This can be linked to studies showing that the working environment has a major impact on mental health.

Feedback from HSE and dialogue meetings, as well as low sickness absence, indicates that we still have a generally good working environment at Tinfos. This was also documented through the working environment survey in 2021.



---

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

---

### 7 REVIEW HSE DOCUMENTATION

Through government audits and internal audits over the past few years, the company has been able to document that HSE documentation for all parts of the business is satisfactory, and that this is consistently complied with by the organization. Observations and non-conformities have been recorded and handled in accordance with internal procedures.

Tinfos initiated work on implementing a new digital quality system in the autumn of 2022, and work began on transferring routines, instructions, processes and procedures to the new quality system. The quality system – Tinfo's Netpower Quality – was put into use at the beginning of June 2023 and everyone in the company received a training introduction to the system. The system contributes to a better structure in terms of preparation, consultation and approval processes for HSE documentation, and quality documentation in general. In addition, all documentation is collected under one "tab" and made available to all employees in Tinfos, as long as the documentation is not subject to confidentiality restrictions due to national security reasons.

### 8 CHEMICALS

In 2022, extensive deficiencies were uncovered in the existing Substance Database in Tinfos AS. The nonconformity was uncovered in connection with the entry of registered chemicals in the company's new digital substance register, which was established in the autumn of 2022. The Substance Index has been established as an online database at the supplier ECO-Online.

During 2023, a clean-up of the chemical inventory was carried out. In 2024, instructions will be established for the maintenance of the register, and all employees will receive training in how to use the company's substance register.

The substance register as we organize this now will result in a far greater degree of accessibility for all employees in Tinfos, compared to before.

## Health, Safety and Environment Annual report 2023

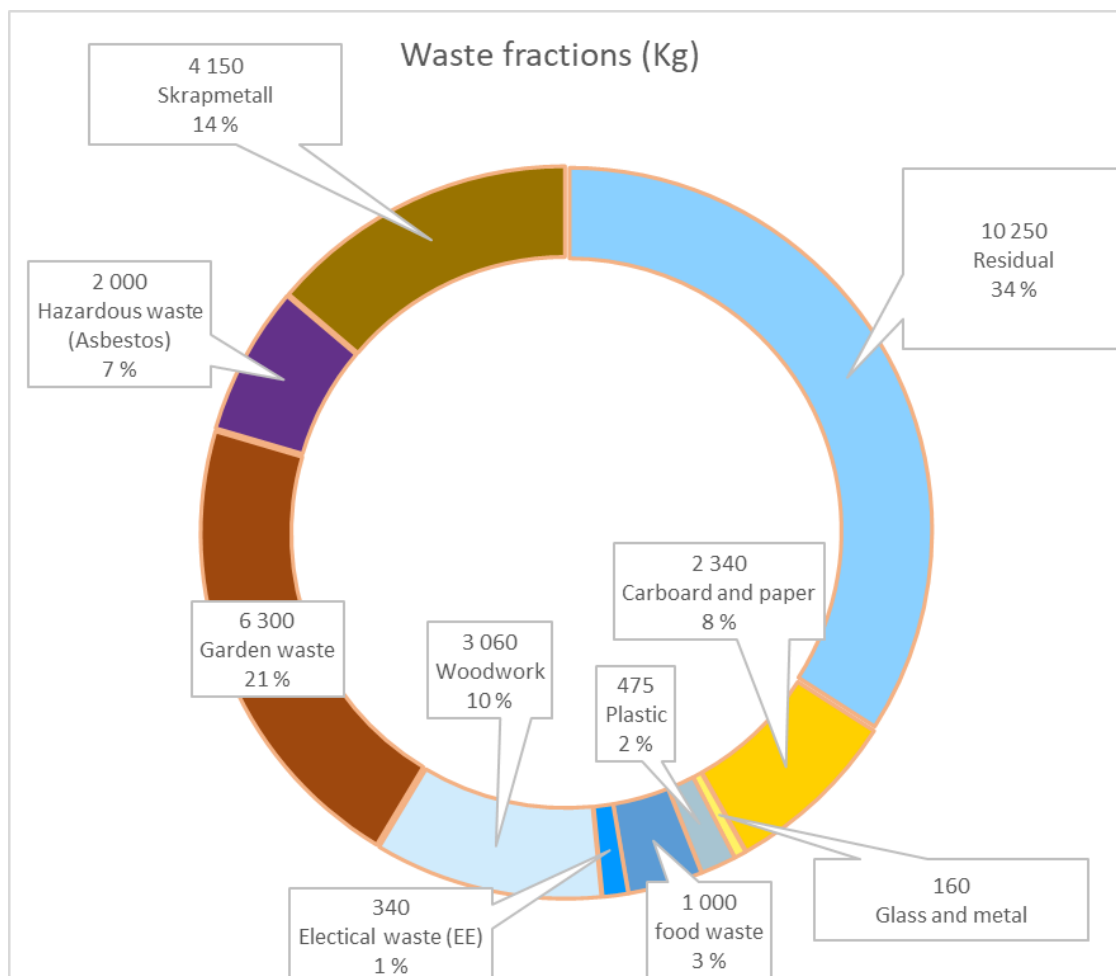
Revision: 01  
Date: 28.05.2024

### 9 WASTE DISPOSAL

#### 9.1 Waste fractions from Tinfos activities

Tinfos maps waste fractions from our activities; how much and how they are handled. As of 2022, waste mapping was carried out in all our development projects in collaboration with customers, contractors and suppliers. In addition, waste fractions from power plant operations at Notodden and from activities carried out by Tinfos Eiendom AS are mapped. In 2023, all waste from offices and administration has also been deposited, although this only accounts for a small part of the total waste.

The figure below shows that the largest fraction is residual waste, with over 10,000 kg, and thus accounts for 34% of the waste. The figures include both sorted and unsorted residual waste. A large space also has garden waste and woodwork, which relates to a larger tidy/logging of the area. Some scrap metal is also delivered, which is left over from maintenance, replacement and other things in the operation of the power plants. In connection with the removal of asbestos, 2000kg of asbestos was delivered, which was handled as hazardous waste. No other hazardous waste has been delivered in 2023.



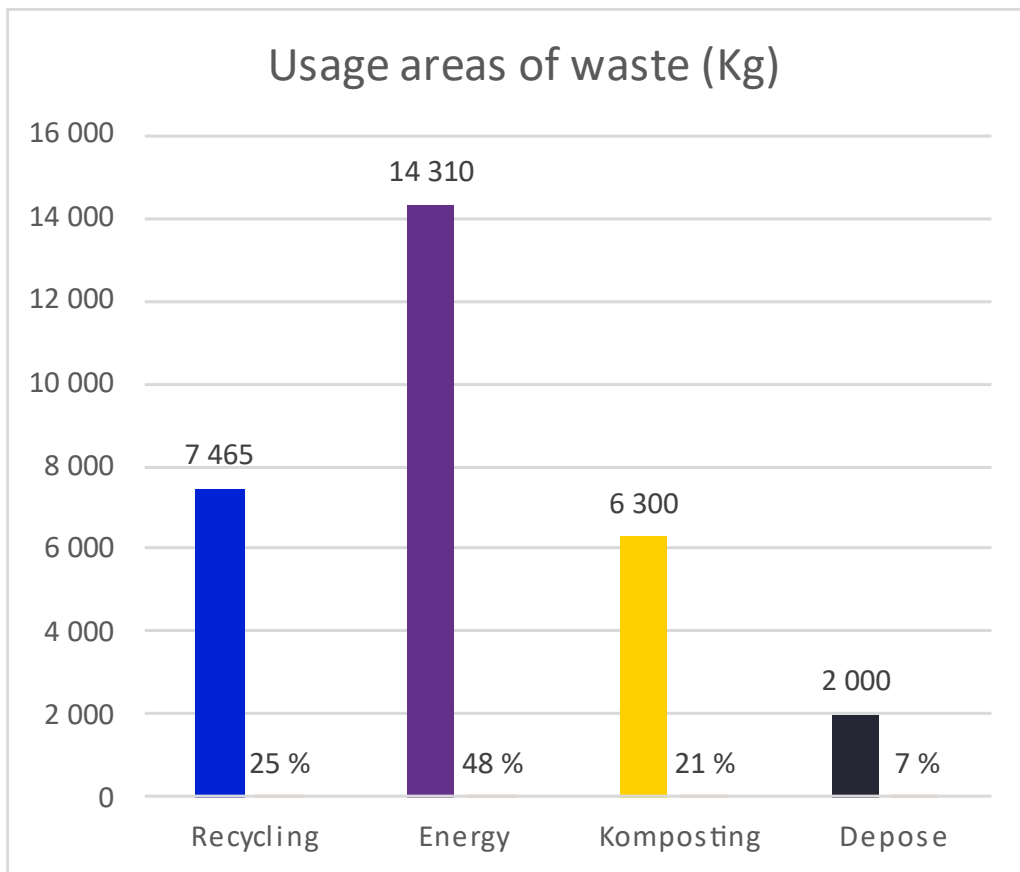


## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

### 9.2 Recycling of waste

Of the waste that is fractionated and delivered from Tinfos AS, almost half goes to energy production, in various incineration plants. 25% of the waste is recycled into new material, and includes cardboard and paper, plastic, glass and metal, electrical waste and scrap metal. All garden waste has gone to composting (21%) and only 7% of the waste from 2023 was landfilled, and this is the entire proportion of hazardous waste.



---

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

---

### 10 SUPERVISION, CONTROLS AND AUDITS

#### 10.1 Fire Inspection (Notodden Fire Department)

Fire inspections at Tinfos' properties and power plants are carried out regularly by the Notodden Fire Department.

#### 10.2 Security and Emergency Preparedness

The Directorate for Safety and Emergency (Nw: DBS) are planning supervises in the areas of chemical and explosive safety, electrical safety, product safety, fire and rescue. DSB also facilitates inspections carried out by the municipalities on behalf of DSB. DSB carries out inspections at Tinfos in accordance with its own plans.

#### 10.3 Environmental Inspectorate

The Norwegian Water Resources and Energy Directorate (NVE) controll that the construction, maintenance and operation of watercourse and energy facilities is carried out in accordance with requirements laid down in or pursuant to the watercourses and energy legislation. The NVE carries out inspections at Tinfos, cf. license and according to their own plans.

#### 10.4 Compliance supervision in relation to emission permits

The County Governor is the pollution control authority for a wide range of activities and measures, and can grant permits for activities that may cause pollution. The County Governor's tasks under the Pollution Control Act include supervising that enterprises comply with the obligation to deliver hazardous waste and other general obligations in discharge permits and the pollution and waste regulations.

#### 10.5 Labour Authority

The Labour Authority carries out inspections to check that enterprises meet the requirements of the working environment regulations to ensure that a workplace is not dangerous for employees. The Labour Inspection Authority carries out inspections at Tinfos in accordance with its own plans.

#### 10.6 Supervision cf. Dam Safety Regulations

Watercourse facilities shall be monitored so that conditions that may lead to a reduction in the safety of the facility can be identified as early as possible. The watercourse legislation stipulates requirements for the implementation of the following internal audits:

- Periodic inspections (consequence classes 1-4), at least 1 time per year
- Main supervision (consequence class 2-4): At least every five years
- Main supervision (consequence class 1): At least every seven years
- Special supervision (consequence class 1-4), During and after abnormal situations / major stresses on the facility.

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

The audits are carried out in accordance with the audit programme administered by the operations department at Tinfos.

### 10.7 Internal audits project

Tinfos conducts a full internal audit in accordance with procedure TNK 227 for all its projects once during the construction period of the project.

### 10.8 Supervision and controls

Tinfos carries out inspections of its own equipment, cf. regulations and equipment specifications. The most important controls regarding HSE are listed in the table below.				
Beskrivelse	Sist utført av	Dato sist utført	Utført i 2023	Forventet neste gang
<b>BRANNTILSYN</b>				
Branntilsyn Tinfos 1	Notodden Brannvesen	10.11.2020	09.01.2023	2025
Branntilsyn Tinfos 2	Notodden Brannvesen	10.11.2020	09.01.2023	2025
Branntilsyn Telemark kunstmuseum	Notodden Brannvesen	11.06.2020	17.04.2023	2025
<b>MYNDIGHETSTILSYN (DSB, NVE, Arbeidstilsynet)</b>				
Sikkerhetstilsyn ved Tinfos Notodden	DSB	08.10.2020		NA
	Arbeidstilsynet			NA
	NVE			NA
	Statsforvalter			NA
<b>HOVEDTILSYN jfr. DAMSIKKERHETSFORSKRIFTEN</b>				
Hovedtilsyn Tinfos I, dam kl. 2	Sweco	02.01.2022 (revurdering)	NA	2025
Hovedtilsyn Tinfos II dam kl. 1	Sweco	07.11.2016	18.12.2023 (revurdering)	2030
Hovedtilsyn Tinfos II vannvei kl. 1	Norconsult	07.11.2016	18.12.2023 (revurdering)	2030
Hovedtilsyn Trillingvann, dam kl. 1		2017	NA	2024
Hovedtilsyn Valvatn vannvei i kl. 1	VTA/Tinfos tilsynspersonell	24-25.10.2017	NA	2024
<b>PERIODISK TILSYN jfr. DAMSIKKERHETSFORSKRIFTEN</b>				
Periodisk tilsyn Dam Tinfos I	VTA/Tinfos tilsynspersonell	2019	31.08.2023	2024
Periodisk tilsyn Tinfos II	VTA/Tinfos tilsynspersonell	26.08.2022		2024
Periodisk tilsyn Valvatn	VTA/Tinfos tilsynspersonell	14.9+26.10.2022	17.11.2023	2024
Periodisk tilsyn Trillingvann	VTA/Tinfos tilsynspersonell	03.08.2022	18.11.2023	2024
<b>INTERNREVISJONER PROSJEKT</b>				
Internrevisjon prosjekt Flateland			-	2023
Interrevisjon prosjekt Buvassselva			-	2023
Internrevisjon prosjekt Smådalselva		NA		2024
Internrevisjon prosjekt Frøytlandsfoss		NA		2024
<b>UTSTYRSKONTROLLER</b>				
Kontroll fallsikringsutstyr	Eiva Safex	11.02.2022	17.02.2023	2024
Kontroll El-Talje VX2	Eiva Safex	13.04.2022	-	2023
Kontroll betjeningsstenger	Tinfos		28.02.2023	2024
Kontroll jordingsapparat	Tinfos	29.11.2022	-	2024
Kontroll skilleplater	Tinfos	NA	01.03.2023	2024
Kontroll spenningstestere	Tinfos	23.11.2022	-	2024
Kontroll Ledelys	Tinfos	25.-26.01.2022	21.02.2023	2024
Kontroll kraner og løfteutstyr	KoneCranes	17.02.2022	06.02.2024	2025
Kontroll Truck	Toyota	20.04.2022	09.11.2023	2024

## Health, Safety and Environment Annual report 2023

Revision: 01  
Date: 28.05.2024

Tinfos carries out inspections of its own equipment, cf. regulations and equipment specifications. The most important controls regarding HSE are listed in the table below:

Beskrivelse	Sist utført av	Dato sist utført	Utført i 2023	Forventet neste gang
Heiskontroll O H Holtasgt. 25	Heiskontrollen AS	27.01.2022	19.01.2024	2025
Heiskontroll O H Holtas gate 27	Heiskontrollen AS	27.01.2022	19.01.2024	2025
Heiskontroll O H Holtas gate 32	Heiskontrollen AS	27.01.2022	19.01.2024	2025
Kontroll av hjertestarter kraftstasjon	Din førstehjelper AS	Mars 2021	17.01.2023	2024
Kontroll av hjertestarter OHH 32	Din førstehjelper AS	Mars 2021	17.01.2023	2024
Kontroll av 1. hjelpsstasjoner	Dokumenteres i Job-tech	NA	NA	NA
Kontroll brannvernutstyr (håndslukkere, brannalarmanlegg mm.) jfr. intern instruks.	Brannspesialisten, Autronica fire and security m. flere.	Mars 2022 Juni 2022	Mars 2023	2024
Kontroll redningsvester og redningsbøyer	Dokumenteres i Job-tech	NA	NA	

## 11 HSE ACTION PLAN

