

Equinor 2024 Annual Report

For the Voluntary Principles on Security and Human Rights Initiative

Commitment to the Voluntary Principles on Security and Human Rights

1. Public statement of commitment or endorsement of the Voluntary Principles, engagement in the Voluntary Principles Initiative, and transparency.

Equinor has been a member of VPI since 2002 and continued our commitment to follow the VPs during 2024. Our explicit statement of commitment to the VPs is publicly available on our corporate website www.equinor.com.

We expect our suppliers to apply similar standards to their security arrangements to those set out in the Voluntary Principles on Security and Human Rights ("Human rights expectations of suppliers" www.equinor.com)

Engagement in the VPI: During 2024 Equinor attended working group meetings in Brazil.

Transparency: Our approach to managing human rights in security arrangements is outlined on the Sustainability pages of our corporate website www.equinor.com. We also share this information with relevant stakeholders as part of our outreach on human rights and broader sustainability issues, and Equinor Code of conduct.

2. Examples of promoting awareness of the Voluntary Principles throughout the organization or government, including within the value chain.

No material changes since the last report.

In 2024 we promoted awareness of our commitment to the VPs and human rights in security arrangements through the following broader human rights awareness and training initiatives:

- -Human rights awareness courses for Equinor staff and hired contractors.
- -In-country awareness and training sessions.

We continued to provide human rights related training to security personnel deployed in Equinor's operations during 2024.

3. Examples of promoting and advancing implementation of the Voluntary Principles internationally.

Please refer to response to Reporting indicator 2 above.

Policies, Procedures, and Related Activities

4. Relevant policies, procedures, and guidelines (or any changes thereto from the previous reporting year) to implement the Voluntary Principles.

Equinor's Human Rights policy was updated in 2024. The salient issues in the policy are focusing on Forced labour. Equinor statement of commitment to the VP's is no longer a part of the Human rights policy but the statement is publicly available on our corporate website www.equinor.com.

As previously reported, internal requirements and guidance, based on the VPs, continue to be

integrated into our risk management and security management processes. These outline how we manage, deploy and train security resources. They emphasise how all security personnel working on Equinor's behalf are required to show respect for internationally recognised human rights and act within applicable laws and regulations related to the use of force and firearms.

This is also reflected in the relevant internal procedures for contracting private security services. We seek to include human rights criteria in pre-qualification screening and integrity due diligence prior to hiring private security personnel. We then incorporate security-related human rights provisions/clauses into the contracts with private security providers, which inform the contract follow-up and monitoring.

Other relevant processes are described in more details in the following sections.

Risk Assessment

5. Company procedure to conduct security and human rights risk assessments, and integrate findings.

No material changes since the last report

Risk assessments help us identify the source and nature of potential adverse effects of our activities on the human rights of people and communities and provide a basis for developing risk mitigation and remedial actions. For example, we seek to assess human rights issues relating to the deployment of security personnel as part of country entry, project risk assessment, and investment decision reviews. In countries or contexts where we identify risk of adverse human rights impacts, including those related to security arrangements, we consider further human rights impact assessments.

Our company procedures include:

- Analysis of the country context to systematically gain a better understanding of the human rights issues and other broader social, political, security and ethical issues in the country and build our knowledge of the local conditions, business culture, and other factors affecting our operating environment.
- Our internal requirements for security planning specifying that armed security services are deployed only in situations where it is unavoidable. Armed security deployment must be approved by our senior management both locally and at corporate level. In situations where armed security is required, our security risk assessment process requires that a VPs implementation plan is established, and the Corporate Security function is consulted.
- VPs based human rights criteria are included in the screening and pre-qualification prior to the selection of private security services providers.
- Our Integrity Due Diligence (IDD) process for assessment of potential suppliers includes screening for their human rights track record and is mandatory for all our private security contracts.
- Contract clauses based on the VPs are included in new joint operating agreements for the joint ventures and contracts with private security services providers.
- We follow-up mitigating actions through security risk management plans and regular monitoring of the risk picture.
- Security verifications and audits can be performed by the relevant business units and by Equinor Corporate Audit to assure compliance with our internal requirements.
- Our policies and procedures are subject to regular internal review as part of our improvement and efficiency processes.
- We include reporting on our progress on human rights performance in our annual report and in our Human Rights Statement.

Engagements with Security Forces

6. Company procedure or mechanism to report security-related incidents with human rights implications by public/private security forces relating to the company's activities.

No material changes since the last report.

Our internal requirements specify that all security incidents related to Equinor activities or personnel are reported and investigated. These are reported through our internal incident reporting system, Synergi.

Significant issues are first brought to the attention of line management, then, as relevant raised to senior management at the business level, and to the Corporate Executive Committee. Dilemmas related to human rights issues in deployment of security services are discussed at various levels in the organisation, e.g., in the Ethics Committees and Safety, Security and Sustainability committees at the business level; the functional management team at the corporate level; and in the Board of Directors' Safety, Sustainability and Ethics Committee.

Communities and external stakeholders can report their concerns and complaints through site-level community grievance mechanisms, in some locations, where community access to judicial or non-judicial remedies is limited. Additionally, both external stakeholders and Equinor employees can report concerns regarding breaches of laws and regulations or breaches of our Code of Conduct through Equinor's Ethics Helpline, which is publicly available from our corporate website www.equinor.com.

7. Company procedure to consider the Voluntary Principles in entering into relations with private security providers.

No material changes since the last report.

Our procedures include:

- Human rights criteria are included in the pre-qualification screening of potential private security contracts undertaken prior to procuring security services.
- Integrity due diligence (IDD) is conducted for potential security services suppliers (see Reporting indicator 5.)
- Our standard contracts require adherence to national laws and regulations. Additional human rights and security specific contractual provisions and clauses are included in new contracts with private security services providers, and in existing contracts at their time of renewal. We also seek to include reference to the VPs in our frame agreements with private security companies.
- When seeking private security services Equinor refers to the International Code of Conduct (ICOC) established by the International Code of Conduct for Private Security Providers' Association (ICoCA) - a multi-stakeholder initiative set up to establish private security industry principles and standards based on international human rights and humanitarian law.
- Human rights training needs for private security personnel are generally assessed prior to entering contracts. Based on the initial assessment, suitable human rights, and security related training, commensurate to the duties for the security staff, is generally implemented prior to them commencing their services for us. It is subsequently refreshed during the tenure of these services. This training includes ethics, human rights, use of force, first aid, as well as updates on relevant Equinor policies and procedures.

8. Company procedure or mechanism to investigate and remediate security related incidents with human rights implications by public/private security forces relating to the company's activities.

No material changes since the last report.

Security incidents related to Equinor operated activities or personnel are reported and investigated through our internal incident reporting system, Synergi. Any security related incident involving a public or private security force acting on behalf of Equinor will be reported immediately to senior management and subject to an internal investigation. Any criminal offences will, as a general starting point, be reported to and investigated by the relevant authorities in accordance with the relevant laws.

Country Implementation

9. Overview of country operations selected for reporting.

Indicator 9 and 10 combined

The overview provided below describes the scope of our in-country implementation of the VPs. In the case of partnerships such as joint ventures and joint operating agreements, the operator of the facility is usually responsible for contracting security services.

Algeria

Equinor participates in two gas joint ventures, In Amenas and In Salah, with joint operatorship between Equinor, ENI and the Algerian national oil company, Sonatrach. The joint ventures have an office in Hassi Messaoud.

Equinor has a country office in Algiers and expatriate residential accommodation which are guarded by unarmed contracted security personnel :

Equinor's compliance and legal officer conducted internal VPSHR training in Algiers -for all our contracted security personnel supported by the Safety, Security and Sustainability (SSU) team. _

Angola

Equinor has a country office in Luanda and is a non-operating partner in several offshore drilling operations in the Congo Basin.

The expatriate staff live in a shared compound in Luanda. Equinor does not have any personnel working offshore. Both the Equinor office and the residential compound are shared with several other companies.

VPSHR training for the local security personnel attached to the office was delivered by the SSU Leader supported by the Regional Security Manager.

Brazil

Equinor has a country office in Rio de Janeiro and operates the Peregrino field with a 60% stake, a partnership with Petrobras in the Roncador field, as well as other oil and gas licenses in different development stages. Equinor is also a non-operating partner of a solar project with Scatec Solar in Northern Brazil. A further solar plant at Mendubim has started production in 2024. In November 2023 Equinor acquired Rio Energy, an onshore renewables company.

All security staff guarding Equinor's Rio office and security guards who work across all Equinor assets have attended VPSHR training.

Equinor security and sustainability teams have engaged with the local working group during 2024

Tanzania

Equinor Tanzania's country office is in Dar es Salaam. The office is in a multi-tenant building. Inner perimeter security is provided contracted security company providing control room staff and receptionists who are unarmed.

Annual Human Rights and VP's training was provided by the service provider supported by the in country SSU team.

10. Engagements with stakeholders on country implementation.

Please refer to response to Reporting indicators 9 above.

11. Voluntary Principles considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as arrangement with public security forces.

Please refer to response to Reporting indicators 4 and 7 above.

12. Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security, and/or (iv) civil society (e.g. local NGOs, community groups).

Please refer to response to the Reporting indicator 9 above.

13. Company procedure to review the progress on implementing the Voluntary Principles at local facilities.

No material changes since the last report.

Ongoing monitoring and follow-up of operational implementation is undertaken by the business line and the business-level security function. Routine security audits are performed by the relevant business units and by Equinor's Corporate Audit to assure compliance with our internal requirements.