



## ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2023 - GENERELL INFORMASJON

### Enheten

Organisasjonsnummer: 965 591 095  
Organisasjonsform: Aksjeselskap  
Foretaksnavn: OCEANEERING ASSET INTEGRITY AS  
Forretningsadresse: Sandslimarka 61  
5254 SANDSLI

### Regnskapsår

Årsregnskapets periode: 01.01.2023 - 31.12.2023

### Konsern

Morselskap i konsern: Nei

### Regnskapsregler

Regler for små foretak benyttet: Nei  
Benyttet ved utarbeidelsen av årsregnskapet til selskapet: Regnskapslovens alminnelige regler

### Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet: Bjørn Helliesen  
Dato for fastsettelse av årsregnskapet: 16.05.2024

### Grunnlag for avgivelse

År 2023: Årsregnskapet er elektronisk innlevert  
År 2022: Tall er hentet fra elektronisk innlevert årsregnskap fra 2023

*Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.*

Brønnøysundregistrene, 24.06.2025



## Resultatregnskap

Beløp i: NOK	Note	2023	2022
<b>RESULTATREGNSKAP</b>			
<b>Inntekter</b>			
Salgsinntekt	1	373 521 932	326 433 111
<b>Sum inntekter</b>		<b>373 521 932</b>	<b>326 433 111</b>
<b>Kostnader</b>			
Varekostnad		49 824 262	50 438 795
Lønnskostnad	2,3	273 355 504	218 613 357
Avskrivning på varige driftsmidler og immaterielle eiendeler	4	506 811	61 009
Annen driftskostnad	2	31 882 711	29 526 305
<b>Sum kostnader</b>		<b>355 569 288</b>	<b>298 639 466</b>
<b>Driftsresultat</b>		<b>17 952 644</b>	<b>27 793 645</b>
<b>Finansinntekter og finanskostnader</b>			
Finansinntekter	5	41 221 942	31 808 275
<b>Sum finansinntekter</b>		<b>41 221 942</b>	<b>31 808 275</b>
Finanskostnader	5	19 485 309	4 653 831
<b>Sum finanskostnader</b>		<b>19 485 309</b>	<b>4 653 831</b>
<b>Netto finans</b>		<b>21 736 633</b>	<b>27 154 444</b>
<b>Ordinært resultat før skattekostnad</b>		<b>39 689 277</b>	<b>54 948 089</b>
Skattekostnad på ordinært resultat	6	6 358 864	12 108 193
<b>Ordinært resultat etter skattekostnad</b>		<b>33 330 413</b>	<b>42 839 896</b>
<b>Årsresultat</b>		<b>33 330 413</b>	<b>42 839 896</b>
<b>Overføringer og disponeringer</b>			
Konsernbidrag	7	22 568 547	42 279 535
Overføringer til/fra annen egenkapital		10 761 866	560 361
<b>Sum overføringer og disponeringer</b>		<b>33 330 413</b>	<b>42 839 896</b>



## Balanse

Beløp i: NOK	Note	2023	2022
<b>BALANSE - EIENDELER</b>			
<b>Anleggsmidler</b>			
<b>Immaterielle eiendeler</b>			
Utsatt skattefordel	6	345 376	867 919
<b>Sum immaterielle eiendeler</b>		<b>345 376</b>	<b>867 919</b>
<b>Varige driftsmidler</b>			
Anleggsmidler under utførelse	4	1 200 343	
Driftsløsøre, inventar, verktøy, kontormaskiner og lignende	4	2 528 579	549 079
<b>Sum varige driftsmidler</b>		<b>3 728 922</b>	<b>549 079</b>
<b>Sum anleggsmidler</b>		<b>4 074 298</b>	<b>1 416 998</b>
<b>Omløpsmidler</b>			
<b>Varer</b>			
Varer		368 724	402 718
<b>Sum varer</b>		<b>368 724</b>	<b>402 718</b>
<b>Fordringer</b>			
Kundefordringer		71 025 228	54 450 444
Andre fordringer		4 649 884	1 748 126
Konsernfordringer	8	403 035 089	361 041 221
<b>Sum fordringer</b>		<b>478 710 201</b>	<b>417 239 791</b>
<b>Bankinnskudd, kontanter og lignende</b>			
Bankinnskudd, kontanter og lignende	10	12 961 712	22 815 270
<b>Sum bankinnskudd, kontanter og lignende</b>		<b>12 961 712</b>	<b>22 815 270</b>
<b>Sum omløpsmidler</b>		<b>492 040 637</b>	<b>440 457 779</b>
<b>SUM EIENDELER</b>		<b>496 114 935</b>	<b>441 874 777</b>

## BALANSE - EGENKAPITAL OG GJELD

### Egenkapital



## Balanse

<b>Beløp i: NOK</b>	<b>Note</b>	<b>2023</b>	<b>2022</b>
<b>Innskutt egenkapital</b>			
Selskapskapital	7,11	2 958 750	2 958 750
Overkurs	7	18 002 791	18 002 791
Annen innskutt egenkapital	7	15 787 924	15 787 924
<b>Sum innskutt egenkapital</b>		<b>36 749 465</b>	<b>36 749 465</b>
<b>Opptjent egenkapital</b>			
Annen egenkapital	7	86 950 777	76 188 911
<b>Sum opptjent egenkapital</b>		<b>86 950 777</b>	<b>76 188 911</b>
<b>Sum egenkapital</b>		<b>123 700 242</b>	<b>112 938 376</b>
<b>Sum langsiktig gjeld</b>		<b>0</b>	<b>0</b>
<b>Kortsiktig gjeld</b>			
Leverandørgjeld		9 263 374	6 805 450
Betalbar skatt	6	0	2 832 495
Skyldige offentlige avgifter		26 185 517	20 851 100
Kortsiktig konserngjeld	8	291 461 355	268 148 315
Annen kortsiktig gjeld		45 504 447	30 299 041
<b>Sum kortsiktig gjeld</b>		<b>372 414 693</b>	<b>328 936 401</b>
<b>Sum gjeld</b>		<b>372 414 693</b>	<b>328 936 401</b>
<b>SUM EGENKAPITAL OG GJELD</b>		<b>496 114 935</b>	<b>441 874 777</b>



Statsautoriserte revisorer  
Ernst & Young AS

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Medlemmer av Den norske Revisorforening

## INDEPENDENT AUDITOR'S REPORT

To the Annual Shareholders' Meeting of Oceaneering Asset Integrity AS

### Opinion

We have audited the financial statements of Oceaneering Asset Integrity AS (the Company), which comprise the balance sheet as at 31 December 2023, statement of profit and loss and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion the financial statements comply with applicable legal requirements and give a true and fair view of the financial position of the Company as at 31 December 2023 and its financial performance and cash flows for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Company in accordance with the requirements of the relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other information

Other information consists of the information included in the annual report other than the financial statements and our auditor's report thereon. Management (the board of directors and the Chief Executive Officer) is responsible for the other information. Our opinion on the financial statements does not cover the other information, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information, and, in doing so, consider whether the board of directors' report contains the information required by legal requirements and whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information or that the information required by legal requirements is not included, we are required to report that fact.

We have nothing to report in this regard, and in our opinion, the board of directors' report is consistent with the financial statements and contains the information required by applicable legal requirements.

### Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the



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going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board of directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Stavanger, 17 June 2024  
ERNST & YOUNG AS

*The auditor's report is signed electronically*

Erik Søreng  
State Authorised Public Accountant (Norway)

Independent auditor's report - Oceaneering Asset Integrity AS 2021

A member firm of Ernst & Young Global Limited

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## Søreng, Erik

State Authorised Public Accountant (Norway)

På vegne av: Ernst & Young AS

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## PROTOKOLL FRA GENERALFORSAMLING I OCEANEERING ASSET INTEGRITY AS

Mandag 17. juni 2024 ble det avholdt generalforsamling i Oceaneering Asset Integrity AS.

Tilstede var: Bjørn Helliesen, styreleder  
Representerende Oceaneering AS, 100% aksjonær.

Samtlige aksjonærer var dermed representert og lovlig innkallelse ble vedtatt.  
Som møteleder samt til å undertegne protokollen ble valgt Bjørn Helliesen.

Til behandling forelå:

### **1. Årsregnskap 2023**

Regnskapet sammen med styrets beretning datert 16. mai 2024 samt revisjonsberetning ble gjennomgått og godkjent.

### **2. Styre- og revisjonshonorar**

Styrehonorar til styreleder dekkes av morselskapet Oceaneering AS.  
Revisors honorar ble overlatt administrasjonen til godkjenning.

### **3. Valg av styre**

Styret var på valg og de aksjonærvalgte styremedlemmene ble gjenvalgt.

De 3 ansatte valgte styremedlemmene ble gjenvalgt, men det ble ikke valgt vararepresentanter, cfr. Vedlagte protokoll for valg av ansattes representanter datert 28. mai d.å.

Styret består dermed av:	Bjørn Helliesen, styreleder	(aksjonærvalgt)
	Erik Hestnes Sæstad	(aksjonærvalgt)
	Kirsten Marie Gilje	(aksjonærvalgt)
	Camilla Louise Tønder	(ansatte valgt)
	Tord Eirik Strømme Myrvang	(ansatte valgt)
	Asbjørn Hjelmaas	(ansatte valgt)

Mer forelå ikke til behandling hvoretter generalforsamlingen ble hevet.

Stavanger 17. juni 2024

Bjørn Helliesen



## ÅPENHETSLOVEN (NORWEGIAN TRANSPARENCY ACT) STATEMENT 2023

### BACKGROUND

Oceaneering aims to align its activities and policies with international best practice and recognised standards, such as the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, which principles form a base for the Åpenhetsloven (Norwegian Transparency Act) 2022 (the “Act”).

This Statement is provided by Oceaneering in response to the Act.

Oceaneering operates and is managed as an integrated group with overarching policies, systems and processes that apply across its controlled entities. This Statement has been prepared based on information collected from the following entities, which fall under the remit of the Act, and is a joint statement that is valid for all three entities, for the financial year 2023 as required by the Act.

1. Oceaneering AS
2. Oceaneering Asset Integrity AS
3. Oceaneering Rotator AS

Throughout this Statement, references to “Oceaneering,” “we” or “us” or “our” refers to the above entities. This Statement discloses the steps we have taken during the current year to ensure that human rights abuse is not taking place in Oceaneering’s operations or supply chain. In the context of this Statement “human rights” includes, but it not limited to, modern slavery, human trafficking, child labour, forced labour, freedom of association, collective bargaining, employee privacy.

### INTRODUCTION

Oceaneering is committed to complying with all applicable legal requirements, and to conducting its business in accordance with a high level of honesty and integrity. This is reflected in our Mission, Vision and Values, our Code of Conduct (“Code”) and our related policies and procedures.

All of our directors, officers and employees are expected to adhere to our Code in the performance of their responsibilities on behalf of Oceaneering.

#### Mission, Vision and Values

Our Mission, Vision and Values represent how we interact with our customers, suppliers and employees. In particular, they highlight our focus on safety and acting with integrity towards ourselves, our teams, our industry partners, our shareholders and our communities. A more detailed description of Oceaneering’s Mission, Vision and Values can be found on our [website](#).



### Code of Conduct

Our Code applies to our directors, officers and employees. We expect our joint venture partners, consultants, agents, subcontractors and other business partners to act in a manner which is consistent with the principles set out in this Code. The Code reflects our commitment to pro-active compliance with applicable laws and regulations affecting Oceaneering and its business.

The Code also underlines the importance of conducting our business in accordance with high levels of honesty and integrity and with high ethical standards. It encourages all employees to report any indications of illegal or improper conduct, which would include any suspected issues of human rights abuse or any other inappropriate behavior in our business or supply chains. It also makes clear that employees will not be subject to any adverse action if any such issues are raised in good faith. In order to encourage this behavior, we provide an anonymous reporting system which is operated by a third party and is accessible twenty-four a day, seven days a week.

Any form of human rights abuse is incompatible with both our Mission, Vision and Values and our Code. Understanding that human rights abuse may take many forms, we expect our directors, officers and employees to be alert to the risk, however small, of human rights abuse occurring in our supply chains, or other parts of our business.

### **OCEANEERING'S COMMITMENTS**

Specifically, Oceaneering recognizes its responsibilities with regard to:

1. Protecting the health and safety of our employees, wherever we work, through a codified set of common Health, Safety and Environmental practices, underpinned by our 6 Life Saving Rules;
2. Complying with all applicable laws regarding slavery, human trafficking, child labor, forced labor, employee compensation and hours worked, freedom of speech, freedom of movement, collective bargaining, freedom of association and employee privacy. We do not permit the employment of underage children in our workforce or the use of forced or compulsory labor in any of our global operations;
3. Providing a workplace free from harassment or unlawful discrimination on the grounds of gender, race, colour, ethnic origin, age, nationality, disability, religious beliefs, sexual orientation or other personal characteristics;
4. Developing a framework and plan for creating a more diverse, inclusive organization;
5. Developing our employees' potential, and affording them equal employment opportunity;
6. Acting responsibly to minimize impacts on the environment and to make positive contributions to the communities in which we live and work; and
7. Selecting, monitoring and working with our suppliers, subcontractors and other business partners to promote alignment with the principles reflected in our Code.



## OUR ORGANIZATION AND SUPPLY CHAIN

Oceaneering is a global provider of engineered services and products, primarily to the offshore oil and gas industry, with a focus on deepwater applications. Through the use of its applied technology expertise, Oceaneering also serves the aerospace, entertainment, material handling, defense and renewable energy industries. Oceaneering's business offerings include remotely operated vehicles, built-to-order specialty subsea products, deepwater intervention and manned diving services, non-destructive testing and inspection, and engineering and project management. A more detailed description of Oceaneering's business offerings can be found on our [website](#) and in Oceaneering International, Inc.'s [Annual Report](#).

Our supply chain does not generally include the sourcing of any raw commodities. We do, however, source processed metals and manufactured materials from reputable suppliers.

## DUE DILIGENCE PROCESSES FOR HUMAN RIGHTS

As part of our efforts to identify and mitigate risk in our supply chains and to help ensure that human rights abuse does not take place in our supply chains or other parts of our business:

- Our suppliers are subject to screening in accordance with our supply chain procedures and appropriate approvals based on risk;
- The selection and approval process includes supplier quality audits, compliance-related questions and screening and background checks by external corporate investigation and risk consultants;
- Our suppliers and business partners who are engaged, or who might be engaged, in areas of heightened risk (based on service type, value or geographical location) are subject to further background checks and compliance training;
- Our suppliers and business partners who are engaged, or who might be engaged, in areas of heightened risk (based on service type, value or geographical location) receive an annual letter reminding them of Oceaneering's expectations in relation to a range of ethical matters, including modern slavery, human trafficking, child labour, human rights and labour standards;
- Contracts with our business partners, suppliers, contractors and vendors require compliance with all applicable laws and with Oceaneering's Code of Conduct (and our customer's policies, as required);
- We have implemented policies and systems to encourage the reporting of concerns and the protection of whistleblowers including a global Ethics Hotline.

We also use the following Key Performance Indicators to measure our effectiveness in preventing human rights abuse in our supply chains or other parts of our business:



- Completion of vendor audits by the Internal Audit and Quality Assurance Departments;
- Use of labor monitoring and payroll systems;
- Ongoing communication with our vendors and suppliers; and
- Annual certificates of compliance from our high-risk business partners.

#### SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance for human rights abuse. We expect all those in our supply chain to comply with our policies and standards. We regularly communicate our expectations to our suppliers. We seek assurance of compliance through regular supplier audits.

#### TRAINING

To ensure an understanding of the risks of human rights abuse in our supply chain and our business, we have developed and deliver training for our relevant directors, officers and employees.

This Statement is made pursuant to the Åpenhetsloven (Norwegian Transparency Act) 2022 and constitutes our Statement for the financial year ending 31st December 2023.

Signed on behalf of: Oceaneering AS

Name: *ERIK SÆSTØ*  
Title: *VP & GENERAL MANAGER*

Signed on behalf of: Oceaneering Asset Integrity AS

Digitalt signert av: Erlend Fremstad  
DN: CN = Erlend Fremstad, email =  
efremstad@oceaneering.com, C =  
NO, O = Oceaneering  
Date: 2024.04.16 14:38:05 +0200

Name: Erlend Fremstad  
Title: Director

Signed on behalf of: Oceaneering Rotator AS

Name: *ARNE HANSSON*  
Title: *General Manager*



## **OCEANEERING ASSET INTEGRITY AS**

**ANNUAL REPORT  
2023**



## STATEMENT OF PROFIT AND LOSS 01.01 - 31.12

(Amounts in NOK)

### OCEANEERING ASSET INTEGRITY AS

	Note	2023	2022
<b>OPERATING INCOME</b>			
Sales	1	<u>373 521 932</u>	<u>326 433 111</u>
Total operating income		373 521 932	326 433 111
<b>OPERATING EXPENSES</b>			
Raw materials and consumables used		49 824 262	50 438 795
Salaries and social expenses	2, 3	273 355 504	218 613 358
Operating, sales and adm.expenses	2	31 882 710	29 526 305
Ordinary depreciation	4	<u>506 811</u>	<u>61 009</u>
Total operating expenses		<u>355 569 287</u>	<u>298 639 466</u>
<b>Operating profit</b>		17 952 644	27 793 645
<b>FINANCIAL INCOME/-EXPENSES</b>			
Financial income	5	41 221 942	31 808 275
Financial expense	5	<u>19 485 309</u>	<u>4 653 831</u>
Net financial income / loss		21 736 633	27 154 444
<b>Profit before taxes</b>		39 689 277	54 948 089
Taxes	6	<u>6 358 864</u>	<u>12 108 193</u>
<b>Profit for the year</b>		<u>33 330 413</u>	<u>42 839 896</u>
<b>DISPOSITIONS</b>			
Group contributions	7	22 568 547	42 279 535
Total transfers and dispositions		<u>10 761 866</u>	<u>560 361</u>
Total		<u>33 330 413</u>	<u>42 839 896</u>



## BALANCE SHEET 31.12

(Amounts in NOK)

### ASSETS

#### OCEANEERING ASSET INTEGRITY AS

	Note	2023	2022
<b>FIXED ASSETS</b>			
Deferred tax assets	6	<u>345 376</u>	<u>867 919</u>
Total intangible assets		345 376	867 919
Fixtures, machines and equipment	4	2 528 579	549 079
Construction in progress	4	<u>1 200 343</u>	<u>0</u>
Total tangible assets		3 728 922	549 079
Total fixed assets		4 074 298	1 416 998
<b>CURRENT ASSETS</b>			
Inventory		368 724	402 718
Accounts receivable		71 025 228	54 450 444
Other receivable		4 649 883	1 748 126
Receivable from affiliated companies	8	<u>403 035 089</u>	<u>361 041 221</u>
Total receivable		478 710 201	417 239 791
Cash and bank deposit	10	12 961 711	22 815 269
Total current assets		492 040 636	440 457 779
<b>Total assets</b>		<u><b>496 114 935</b></u>	<u><b>441 874 777</b></u>



## BALANCE SHEET 31.12

(Amounts in NOK)

### LIABILITIES AND EQUITY

#### OCEANEERING ASSET INTEGRITY AS

	Note	2023	2022
<b>EQUITY</b>			
Share capital	7, 11	2 958 750	2 958 750
Premium fund	7	18 002 791	18 002 791
Other paid capital	7	<u>15 787 924</u>	<u>15 787 924</u>
Total restricted equity		36 749 465	36 749 465
Retained earnings	7	<u>86 950 777</u>	<u>76 188 911</u>
Total retained earnings		86 950 777	76 188 911
Total equity		123 700 242	112 938 376
<b>CURRENT LIABILITIES</b>			
Short term debt to affiliated companies	8	291 461 355	268 148 315
Accounts payable		9 263 374	6 805 450
Taxes payable	6	0	2 832 495
Public duty payable		26 185 517	20 851 100
Other current liabilities		<u>45 504 447</u>	<u>30 299 040</u>
Total current liabilities		372 414 693	328 936 401
Total liabilities and equity		<u>496 114 935</u>	<u>441 874 777</u>

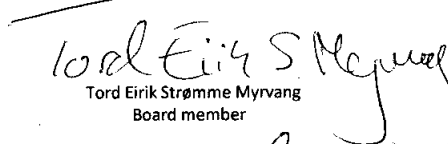
Bergen, 16th May 2024

**Kirsten  
Marie  
Gilje**

Kirsten Marie Gilje  
Board member

  
Camilla Louise Tønder  
Board member

  
Bjørn Helliiesen  
Chairman of the Board

  
Tord Eirik Strømme Myrvang  
Board member

  
Erlend Kristian Fremstad  
General manager

  
Erik Hestnes Sæstad  
Board member

  
Asbjørn Hjelmaas  
Board member



## STATEMENT OF CASH FLOW

(Amounts in NOK)

### OCEANEERING ASSET INTEGRITY AS

	2023	2022
<b>FUNDS GENERATED FROM/SPENT ON OPERATIONS:</b>		
Funds generated from operations *)	33 837 223	42 900 905
Changes in accounts payables, receivables and inventory	-14 082 867	-506 789
Changes in other payables/receivables	<u>-7 240 432</u>	<u>-38 207 687</u>
Net cash flows from operations	12 513 925	4 186 429
<b>Funds generated from/spent on investments:</b>		
Investments in fixed assets	<u>-2 486 311</u>	<u>-610 088</u>
Net cash flows from investments	-3 686 654	-610 088
<b>Funds generated from/spent on financing:</b>		
Change in intercompany balances	<u>-18 680 828</u>	<u>1 936 134</u>
Net cash flows from financing	-18 680 828	1 936 134
Net liquidity changes during the year	-9 853 558	5 512 475
Total funds at January 1	<u>22 815 269</u>	<u>17 302 794</u>
Total funds at December 31	12 961 711	22 815 269
*) Funds generated from operations:		
Profit for the year	33 330 413	42 839 896
+ Ordinary depreciation and impairment of fixed assets	<u>506 811</u>	<u>61 009</u>
= Funds generated from operations	<u>33 837 223</u>	<u>42 900 905</u>



## Oceaneering Asset Integrity AS Notes to the annual accounts 2023

### Accounting principles

The annual report is prepared according to the Norwegian Accounting Act 1998 and generally accepted accounting principles.

### Sales revenue

Revenue from services are recognized at execution. The share of sales revenue associated with future services are recorded in the balance sheet as deferred sales revenue, and are recognized at the time of execution.

### Balance sheet classification

Net current assets comprise creditors due within one year, and entries related to goods circulation. Other entries are classified as fixed assets and/or long term creditors.

Current assets are valued at the lower of acquisition cost and fair value. Short term creditors are recognized at nominal value.

Fixed assets are valued by the cost of acquisition, in the case of non incidental reduction in value the asset will be written down to the fair value amount. Long term creditors are recognized at nominal value.

### Trade and other receivables

Trade receivables and other current receivables are recorded in the balance sheet at nominal value less provisions for doubtful debts. Provisions for doubtful debts are calculated on the basis of individual assessments. In addition, for the remainder of accounts receivables outstanding balances, a general provision is carried out based on expected loss.

### Foreign currency translation

Foreign currency transactions are translated using the year end exchange rates.

### Property, plant and equipment

Property, plant and equipment is capitalized and depreciated over the estimated useful economic life. Direct maintenance costs are expensed as incurred, whereas improvements and upgrading are assigned to the acquisition cost and depreciated along with the asset. If carrying value of a non-current asset exceeds the estimated recoverable amount, the asset is written down to the recoverable amount. The recoverable amount is the greater of the net selling price and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value.

### Research and development

Research and development costs are capitalized providing that a future economic benefit associated with development of the intangible asset can be identified. Otherwise, the costs are expensed as incurred. Capitalized research and development are amortized linearly over the economic lifetime.

### Pensions

The company has a defined Contribution pension scheme encompassing all employees. This scheme does not generate any actuarial obligations.

### Leases

Leases are treated as operational leases. The operational leases are charged on a straight-line basis and are booked as operating expenses based on invoiced lease amount.

### Income tax

Tax expenses in the profit and loss account comprise both tax payable for the accounting period and changes in deferred tax. Deferred tax is calculated at 22 percent on the basis of existing temporary differences between accounting profit and taxable profit together with tax deductible deficits at the year end. Temporary differences, both positive and negative, are balance out within the same period. Deferred tax assets are recorded in the balance sheet to the extent it is more likely than not that the tax assets will be utilized.

### Cash flow statement

The cash flow statement is presented using the indirect method. Cash and cash equivalents includes cash, bank deposits and other short term highly liquid placement with original maturities of three months or less.

### Use of estimates

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts in the profit and loss statement, the measurement of assets and liabilities and the disclosure of contingent assets and liabilities on the balance sheet date.

### Currency conversion

Foreign currency balances are translated using the year end exchange rates. Foreign currency transactions are translated using the currency rates at the transaction date. Foreign currency transactions are presented as financial income or financial expenses in the financial statement



## Oceaneering Asset Integrity AS Notes to the annual accounts 2023

### Note 1 Revenues from sales

OCEANEERING ASSET INTEGRITY AS		
	2023	2022
Oil service	373 521 932	326 433 111
<b>Total</b>	<b>373 521 932</b>	<b>326 433 111</b>
<b>From geographical area</b>		
	2023	2022
Norway	370 325 109	324 363 083
Denmark	0	1 829 796
Brasil	174 706	165 880
Canada	1 474 510	74 352
USA	277 621	0
UK	1 269 986	0
<b>Sum</b>	<b>373 521 932</b>	<b>326 433 111</b>

### Note 2 Salaries and social expense

OCEANEERING ASSET INTEGRITY AS		
	2023	2022
Salary costs		
Salaries	220 730 745	173 216 619
Social tax	35 957 320	29 464 961
Pension costs	11 969 149	13 273 811
Other payments	4 698 289	2 657 967
<b>Sum</b>	<b>273 355 504</b>	<b>218 613 358</b>

Average number of employees has been 262 in Oceaneering Asset Integrity AS for 2023.

Compensation to Managing Director:

Fixed pay and bonus NOK 2 221 323

The Managing Director is covered by the Company's bonus and LTI scheme where payout is dependant on certain criteria.

The Chairman of the Board has received NOK 123 500 in fees in 2023.

Ordinary audit fee is paid by ultimate parent company, Oceaneering International Inc. Agreed audit fee for the financial year 2023

is USD 214 000 for the audit of Oceaneering AS and Oceaneering Asset Integrity AS.

In addition, there has been paid USD 7 000 for other services in 2023.

### Note 3 Pensions

The company is obliged to have a pension scheme pursuant to the Pension Act. The company's pension plans meets the requirements of this Act. The company has a Defined contribution plan (OTP) with DNB Livsforsikring and includes 263 employees as of 31.12.2023 and the premium paid in 2023 was NOK 12 625 093.

### Note 4 Specification of fixed assets

OCEANEERING ASSET INTEGRITY AS		
	Equipment and tools	Total
<b>Tangible assets</b>		
Historical costs 1.1.2023	18 441 566	18 441 566
Investments during the year	2 486 311	2 486 311
Retirements during the year	-17 576 574	-17 576 574
<b>Historical costs 31.12.2023</b>	<b>3 351 303</b>	<b>3 351 303</b>
Accumulated depreciation 1.1.2023	17 892 487	17 892 487
Current year depreciation	506 811	506 811
Acc. depreciation retirements during the year	-17 576 574	-17 576 574
<b>Accumulated depreciation 31.12.2023</b>	<b>822 724</b>	<b>822 724</b>
<b>Net book value as of 31.12.2023</b>	<b>2 528 579</b>	<b>2 528 579</b>
Depreciation rate	20%	

In addition there are construction in progress with a book value of NOK 1 200 343 at the end of 2023.

Cost price and depreciations as of 1.1. have been reclassified according to specifications in the internal asset register.



Oceaneering Asset Integrity AS  
Notes to the annual accounts 2023

**Note 5 Specification of financial income and expenses**

OCEANEERING ASSET INTEGRITY AS		
	2023	2022
Interest income	409 499	115 030
Interest income from group companies	28 965 143	5 009 052
Foreign exchange income from group companies	11 847 300	26 675 960
Foreign exchange income	0	8 233
<b>Total financial income</b>	<b>41 221 942</b>	<b>31 808 277</b>
Interest expenses	100 921	0
Interest expenses to group companies	19 364 555	4 653 831
Foreign exchange expenses	19 832	0
<b>Total financial expenses</b>	<b>19 485 309</b>	<b>4 653 831</b>

**Note 6 Tax**

OCEANEERING ASSET INTEGRITY AS		
	2023	2022
<b>Tax expense</b>		
Taxes payable	0	0
Too high/low tax accrual prior years	-529 166	0
Effect of group contribution	6 365 487	11 924 997
Change in deferred taxes	522 543	224 433
<b>Current year taxes</b>	<b>6 358 864</b>	<b>12 108 193</b>

**Calculation of current year tax basis**

Profit before taxes	39 689 277	54 948 089
Permanent differences	-8 380 049	89 153
Changes in temporary differences	-2 375 194	-832 710
Group contribution	-28 934 034	-54 204 532
<b>Current year tax basis</b>	<b>0</b>	<b>0</b>

<b>Income tax</b>	<b>0</b>	<b>0</b>
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**Specification of tax payable:**

Current year income tax	0	0
Prior years income tax	0	2 832 495
<b>Tax payable</b>	<b>0</b>	<b>2 832 495</b>

**Specification of temporary differences:**

Fixed assets	-2 599 295	-3 334 548
Receivables	-170 940	-610 538
<b>Total</b>	<b>-2 770 235</b>	<b>-3 945 086</b>

Calculated deferred tax asset/liability	-345 376	-867 919
<b>Deferred tax asset/liability in the balance sheet statement</b>	<b>-345 376</b>	<b>-867 919</b>

**Explanation why tax expense is not 22 % of profit before taxes:**

22 % tax of profit before tax	8 731 641	12 088 580
Deferred tax adjustment	0	0
Too high/low taxes payable prior years	-529 166	0
Permanent differences (22%)	-1 843 611	19 614
<b>Calculated tax expense</b>	<b>6 358 864</b>	<b>12 108 193</b>

Tax expense to profit before taxes ratio (nominal rate)	16,02 %	22,04 %
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Oceaneering Asset Integrity AS  
Notes to the annual accounts 2023

**Note 7 Equity**

OCEANEERING ASSET INTEGRITY AS	Share capital	Premium fund	Other paid in equity	Other Equity	Total
Equity as of 01.01.2023	2 958 750	18 002 791	15 787 924	76 188 910	112 938 376
Profit for the year				33 330 413	33 330 413
Group contribution				-22 568 547	-22 568 547
<b>Adjusted equity as of 31.12.2023</b>	<b>2 958 750</b>	<b>18 002 791</b>	<b>15 787 924</b>	<b>86 950 776</b>	<b>123 700 242</b>

**Note 8 Debts and receivables**

OCEANEERING ASSET INTEGRITY AS

Short term receivables from affiliated companies	2023	2022
Oceaneering Sarf Dubai Branch	0	42 458 546
Oceaneering Rotator AS	45 960 252	39 802 195
Oceaneering Australia Pty Ltd	16 536 590	14 332 425
Oceaneering International Inc.	254 115 973	199 866 115
Solus Oceaneering Malaysia SB	14 182 546	12 621 704
Oceaneering Marine Tech Ltd.	18 222 038	13 295 685
Oceaneering Holding Thailand	3 003 866	2 710 452
Oceaneering Asset Integrity Inc	44 562 896	32 286 117
Other group companies	8 450 927	3 687 982
<b>Total</b>	<b>403 035 088</b>	<b>361 041 220</b>

Short term intercompany debts	2023	2022
Oceaneering AS	232 153 795	217 309 017
Oceaneering Int Services Ltd	45 009 878	39 376 956
Oceaneering GbnH Singapore Branch	2 893 587	2 611 339
Oceaneering GbnH Eastern Hemisphere	6 109 955	2 636 637
Oceaneering International Inc.	1 603 808	1 491 368
Other group companies	3 690 532	4 722 998
<b>Total</b>	<b>291 461 355</b>	<b>268 148 315</b>

**Note 9 Transactions between group companies**

OCEANEERING ASSET INTEGRITY AS

Sale of services		2023	2022
Oceaneering AS	Norway	9 569 310	3 976 902
Marine International Ltd.	Vanuatu	0	45 485
Oceaneering International Inc	USA	67 933	94 941
Oceaneering Intl Services Ltd.	UK	59 701	66 362
Other group companies	Brasil	0	0
<b>Total sale of services</b>		<b>9 696 945</b>	<b>4 183 690</b>

Purchase of products		2023	2022
Oceaneering AS	Norway	50 861	48 169
<b>Total purchase of products</b>		<b>50 861</b>	<b>48 169</b>

Purchase of services		2023	2022
Oceaneering International Inc	USA	0	547 182
OISL India Branch	India	1 631 150	1 917 451
Oceaneering Rotator A/s	Norway	0	38 555
Oceaneering AS	Norway	5 829	0
Oceaneering Intl Services Ltd.	UK	935 753	2 336 272
Marine Prod Sys Ltda	Brasil	3 491	0
<b>Total purchase of services</b>		<b>2 576 223</b>	<b>4 839 460</b>



Oceaneering Asset Integrity AS  
Notes to the annual accounts 2023

**Note 10 Restricted deposits**

**OCEANEERING ASSET INTEGRITY AS**

The bank deposits for Oceaneering Asset Integrity AS include funds restricted for taxes withheld of NOK 10 128 781

**Note 11 Share capital**

<u>Share capital consists of:</u>	<u>Number</u>	<u>Face value</u>	<u>Recorded</u>
Ordinary shares	7 890	375	2 958 750

All shares are owned by Oceaneering AS.  
Oceaneering International Inc is ultimate parent company and our company is included in Oceaneering International Inc consolidated accounts.

**Note 12 Financial risk**

The company does not generally use any financial instruments and the financing of the company is handled by the central finance department in Oceaneering International Inc in Houston, USA.

**Interest risk**

The company's interest risk is related to floating interest rates on the debt and receivables against companies in the Oceaneering Int. Inc Group.

**Currency risk**

Most of the company's business volume is based on Norwegian Kroner. The group have from time to time contracts in foreign currency - preferably USD. To the extent possible material contracts in foreign currency are hedged by purchasing in the same currency. Apart from this, there are no agreements entered into to reduce the currency risk.

**Liquidity risk**

The liquidity in the group is good and cash requirements are handled internally in the Oceaneering Int. Inc Group.

**Credit risk**

The credit risk is assessed as relatively low as the customer base consist mainly of large and respected companies within the oil- and gas industry. In addition the group has had immaterial losses on bad debt.



# Equality statement 2023

## Oceanering Asset Integrity AS



## Introduction

Oceaneering Asset Integrity is committed to conducting its business with a high level of honesty and integrity, complying with all applicable laws and demonstrating respect for human rights in our operations, throughout our supply chain and within our communities. This commitment is guided by our Mission, Vision and Values and reflected in our Code of Business Conduct and Ethics and related policies and procedures (altogether, our "Code of Conduct"). We aim to align our activities and policies with international best practice and recognized standards, such as the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Oceaneering Asset Integrity is devoted to attracting, developing a talented, diverse, and inclusive workforce. We are committed to building an organization which leverages individuals' unique talents in reaching our organization's business objectives, and at the same time provide development opportunities to our people whilst delivering a world-class service to our customers.

As a company we continue our diversity, equity and inclusion journey, and our commitment to our long-term plan to create a diverse and inclusive organisation remains firmly in place, where we continue to build upon the established action plan to improve and optimize our existing programmes and initiatives.

For 2023, reporting period from January-23 to December-23, our gender representation is 25,3% women and 74,7% men out of a total workforce. For the same period, we recruited and hired a total of 55 new employees, of which 17 were female, representing 30,91% of our new hires. Within the management team of the company there is a total of 18 managers, where 33,3% of managers are women.

In terms of gender pay gap, there is a pay gap of 6,3% (mean) and pay gap of 0,22% (median) both of which favor males. This gender pay gap continue to be reflective of the Energy & Technology industry overall, where there is a greater representation of men.

We continue to embed and build upon the initiatives implemented and are collectively influential in taking strides towards making Oceaneering a fair and balanced workplace and encouraging greater gender balance across the organization.

## Gender Pay Gap

Per December 2023 the gender pay gap where the following:

Mean annual pay	
Female	kr 684 066,75
Male	kr 727 042,42
Difference	6,3 %

Median annual pay	
Female	kr 689 025,00
Male	kr 690 520,00
Difference	0,22 %

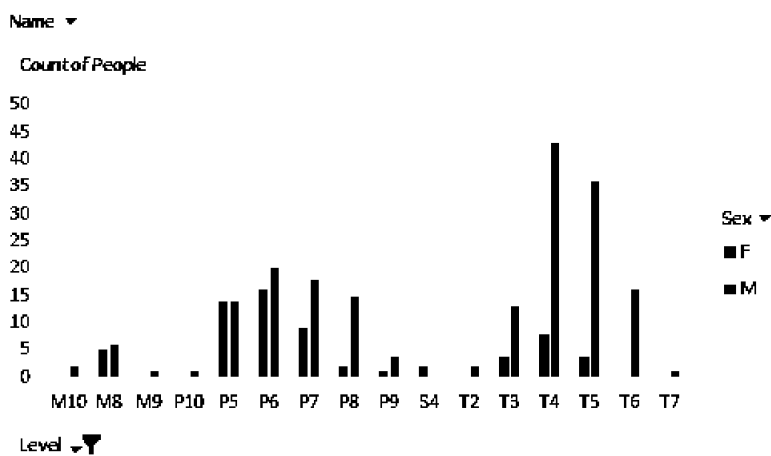
The gender pay gap is reflective of the overall representation of women in the organization, a total of 25,3% of the overall workforce, and subsequently a lower representation of women in more senior roles.

This reflects the wider gender balance within our industry where both the Engineering, Energy & Technology industries are typically male dominated. As the majority of our roles are recruited from these sectors into our highly skilled STEM role, and as it's a smaller pool of female STEM-graduates and professionals, our gender pay gap is reflective of a predominance of qualified male specialists in higher-paid roles.



## Career Paths and gender distribution

Our gender distribution by levels, as defined by the regulations, show us that female employees are underrepresented across the levels, most notably in the lower technical levels.



T: Technical  
S: Support  
P: Professional  
M: Management

## Parental leave

For 2023 the average parental leave for men was 65 days based on 7 persons, and 140 days for women based on 7 persons.

## Part time and temporary positions

Within Oceaneering the general rule has been that employees should be employed full-time. On 1 January 2023, the Working Environment Act added a new provision in section 14-1 b) to strengthen the right to full-time employment.

In order to be a flexible employer to our employees at different stages in life, we do facilitate for part-time positions with reduced working hours to accommodate the requests of our employees. There are no employees in involuntary part-time positions.

For the reporting period there were 3 employees working in part-time and zero temporary employees.



## HR Strategy

The HR department is committed to the Mission, Vision and Values of our organization.

Consistent with our core values, Oceaneering is committed to respecting and protecting human rights in the workplace and promoting these values in our supply chain. This commitment includes respecting all individuals and encouraging our colleagues in their efforts to reach their full potential.

Specifically, Oceaneering recognizes its responsibilities with regard to:

- protecting the health and safety of our employees, wherever we work, through a codified set of common HSE practices, underpinned by our 6 Life Saving Rules.
  - complying with all applicable laws regarding slavery, human trafficking, child labor, forced labor, employee compensation and hours worked, freedom of speech, freedom of movement, collective bargaining, freedom of association and employee privacy. We do not permit the employment of underage children in our workforce or the use of forced or compulsory labor in any of our global operations.
  - providing a workplace free from harassment or unlawful discrimination on the grounds of gender, race, color, ethnic origin, age, nationality, disability, religious beliefs, sexual orientation or other personal characteristics.
  - developing a framework and plan for creating a more diverse, inclusive organization.
  - developing our employees' potential and affording them equal employment opportunity.
  - acting responsibly to minimize impacts on the environment and to make positive contributions to the communities in which we live and work; and
  - selecting, monitoring and working with our suppliers, subcontractors and other business partners to promote alignment with the principles reflected in our Code of Conduct.
- enforce the

HR is committed to attracting, retaining, developing a talented, diverse, and inclusive workforce, and to ensure all our employees are treated fairly and consistently.

The HR policies proactively support our employees in all stages of their life, both men and women, and facilitates for our skilled employees in all phases of their careers can contribute with good deliveries/performances with flexible conditions in the workplace, but also takes into account family, leisure and life situation in general. Managers are actively encourage to proactively monitor individual wellbeing and discuss flexibility on an ongoing basis with their team.

The continued focus is to actively create a working environment where all employees are engaged and motivated to develop and progress.

## Recruitment

There is ongoing commitment to attracting and retaining a diverse talent pool through recruitment practices. This includes identifying candidates who can align with company's mission, vision and values, but also contribute something new to the culture. Looking into the revamp of job descriptions ensuring these come across as inclusive, avoiding unconsciously biased language. We continue to drive a greater gender balance in potential candidates presented which has proactively reduced bias from our candidate selection. We are committed to increasing the proportion of female candidates identified for new roles and developing alternative recruitment pipelines.



Our Diversity and Inclusion team is looking to develop different diversity initiatives as we seek to nurture different employee groups, including women, in our workforce.

## **Development**

Employee Development is a key focus within our organization, and we are committed to making the most effective use of the talent, skills and abilities of our employees. As part of this we actively encourage strong gender representation in all our training programs.

We continuously strive to ensure that we attract a higher proportion of females into our organization, and we actively drive our hiring managers to reflect on our strategic approach to diversity.

We actively continue to invest in providing access to training and development opportunities to our entire workforce to encourage and promote progression across the organization.

As part of our Global Organizational Leadership Review, we proactively identify talent, leadership and diversity gaps and our senior leaders commit to action plans to help address and close these gaps and as part of this, we will continue to nurture potential senior management capability.

The Oceanering Women's Network is sponsored by our Chief Executive Officer and continue to raise awareness related to the attraction and promotion of women in the workplace, including via our STEM ambassadors.

Across the organization there continues to be a series of front-line leadership, critical behaviors sessions and cultural awareness training, designed to reinforce our company values in the context of our operating model, promoting consistent behaviors to do things the right way and with respect ensuring we have a supportive and inclusive workplace culture.



OCEANEERING ASSET INTEGRITY

ORGANISATION NUMBER: 965 591 095

## REPORT OF THE BOARD OF DIRECTORS 2023

### COMPANY AND OWNERSHIP

Oceaneering Asset Integrity AS provides services in maintenance engineering, maintenance management, Crane and Lifting services as well as Integrity and Inspection Services. All company shares are owned by Oceaneering AS, which is wholly owned by Oceaneering International Inc., USA via Oceaneering Holdings Sarl Luxembourg.

The company headquarter is located at Sandslimarka 61, Bergen. The company also has offices in Sandnes, Kristiansund, Mongstad, Ågotnes, Trondheim and Florø.

### ANNUAL ACCOUNTS

The operating revenue for Oceaneering Asset Integrity in 2023 was MNOK 373.5 (2022 MNOK 326.4). The operating expenses increased by 19% to MNOK 355.6. The operating profit for the year is MNOK 18.0 (2022 MNOK 27.8).

The profit for the year was MNOK 33.3 compared to MNOK 42.8 for 2022. Total assets at the end of the year was MNOK 496.1 (2022 MNOK 441.9).

Cash flows from operations was MNOK 33.8 compared to MNOK 42.9 in 2022.

The company had an equity ratio of 25% at year end. The company's financial position is sound.

In accordance with the Norwegian Accounting Act §3-3a, we confirm that the company is a going concern.

### FUTURE DEVELOPMENT

The company has in 2023 maintained the growth strategy for next 3-5 years. The market outlook for the company is good. The Oil & Gas market at Norwegian Continental Shelf will still be the company's main market, but the company is also looking for opportunities in all Scandinavian countries giving access to a larger market. In addition, the company will continue to look at the opportunities for delivering services to a greater extent to other market verticals than oil and gas. Typical markets that could be relevant are renewables. In 2023 we had more contract in renewable segment coming our way.

During the year the company continued the work on optimizing the efficiency of the operation and reducing the cost base. Several finance modernization initiatives are still ongoing and will continue in 2024. This will further increase the company's operational efficiency.

The company has during the year focused on safeguarding its employees in conjunction with managing its operational obligations.



## WORKING ENVIRONMENT

The working environment is considered good, and improvement measures are initiated on an ongoing basis. The company's work environment committee held regular meetings during the year (every quarter). Oceaneering Asset Integrity AS has a fully integrated management system, certified in accordance with ISO 9001:2015 Quality Management - ISO 14001:2015 Environmental Management and ISO 45001 working environment standard.

During the year sick leave for the company was 5,1%.

The company works continuously on promoting a safe working environment and has established an observation and reporting structure which enables all employees to report instantly through an APP based reporting system - Any time any where. The company has an emphasized focus on incidents with high potential (HIPOS). In 2023 the company did not experience any incidents characterized as HIPO.

The directors and officers of Oceaneering are covered under a Director & Officer's Liability Insurance (D&O). The insurance covers legal fees and expenses incurred in responding to, defending or appealing a claim.

## HEALTH, SAFETY, QUALITY AND ENVIRONMENT

Health, Safety, Quality and Environment remains a constant high priority for the company. Oceaneering strives to ensure that all its operations and projects are carried out under the highest HSQE standards. The company continually trains and develop its employees in this field. Life saving rules self verification audit strengthens our controls and barriers regards to fatality prevention. Our Quality Tenets Self Verification Process will strengthen our focus on preventing quality escapes and reduce Cost of Poor Quality.

The company continuously work to strengthen sustainability in operations and production. Discharges from workshop premises and offshore facilities including substances that may be harmful to the environment are within regulatory requirements.

The company has issued a Norwegian Transparency Act statement, see attachment.

## DISCRIMINATION

The Board is not aware that there are any circumstances which are contrary to the law on gender equality and discrimination. Oceaneering Asset Integrity aims to provide a workplace where there is full equality and no discrimination on nationality, gender, age or religion.

Oceaneering Asset Integrity had 260 employees at year end where 65 were women and 195 men. The company operates in an industry where men represent majority of the workforce.

Oceaneering Asset Integrity AS is working for equality and against discrimination based on gender, pregnancy, parental leave or adoption, care leave, ethnicity, religion, philosophy of life, disability, sexual orientation, gender identity and gender expression and combinations of these.

Gender equality and non-discrimination is integrated into the company's principles, procedures and standards, and the company is working for equality and non-discrimination throughout various personnel areas; recruitment, pay- and working conditions, promotion, development opportunities, facilitation and the possibility of combining work and family life, as well as work against harassment and sexual harassment.



The work is anchored in the Board, management, elected representatives, employees and HR department. There are meetings in different forums whether they are special projects, the Working Environment Committee, management meetings, departmental meetings as well as focus groups with a minimum of 4 times a year. HR and employee representatives have reviewed all the company's guidelines in the various personnel policy areas.

In accordance with the Equality and Anti-Discrimination Act chapter 4, the company has issued a equality statement, see attachment.

## FINANCIAL RISK

### Market risk

The company has the majority of its turnover and cost in local currency. The company interest risk is primarily related to floating interest rates on the debt and receivable against companies in the Oceaneering International Inc. Group.

### Credit risk

The risk that the customers do not have the financial ability to meet its obligations is considered to be low. The majority of the of company's customers are large enterprises with good credit rating. Historically credit losses have been immaterial.

### Liquidity risk

The Board considers the company's liquidity as satisfactory and requirements are administered internally through Corporate.

## APPROPRIATIONS

The Board of directors proposes the following appropriations of 33.3 MNOK profit:

Group contribution: 22.6

Transferred to retained earnings: MNOK 10.7



Bergen 16 May 2024

**Kirsten  
Marie  
Gilje**  
Digitalt signert av:  
Kirsten Marie Gilje  
DN: CN = Kirsten  
Marie Gilje email =  
kgilje@oceaneering.  
com O = NO O =  
Oceaneering OU =  
Finance  
Dato: 2024.06.17 15:  
13:37 +08'00'  
Kirsten Marie Gilje  
Board member

Bjørn Helliessen  
Chairman of the Board

Erlend Kristian Frøenstad  
General Manager

Erik Hestnes Sæstad  
Board member

  
Asbjørn Hjelmaas  
Board member  
Camilla Louise Tønder  
Board member  
Tord Eirik Strømme Myrvang  
Board member



**Skattedirektoratet**

Saksbehandler  
Torstein Kinden Helleland

Deres dato  
21.12.2012

Vår dato  
03.01.2013

Telefon  
22078139

Deres referanse  
KASH

Vår referanse  
2013/900

OCEANEERING FO HOLDINGS AS  
Postboks 163  
5342 STRAUME

07.01.13  
27 RK

**Tillatelse til å utarbeide årsregnskap og årsberetning på engelsk språk**

Det vises til deres brev av 21. desember 2012 samt telefonsamtale i sakens anledning. Det søkes om dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk for;

**Oceaneering FO Holdings AS, org. nr. 992 821 256**  
**Oceaneering Pipetech AS, org. nr. 965 591 095**  
**Oceaneering Asset Integrity AS, org. nr. 986 571 116**

Skattedirektoratet gir på bakgrunn av en konkret helhetsvurdering overnevnte selskaper dispensasjon fra kravet til å utarbeide årsregnskap og årsberetning på norsk språk, jf. regnskapsloven § 3-4 tredje ledd.

Dispensasjonen forutsetter at opplysningene som vedtaket baserer seg på ikke endres vesentlig.

**Bakgrunn**

Oceaneering FO Holdings AS og datterselskapene Oceaneering Pipetech AS og Oceaneering Asset Integrity AS tilbyr alle tjenester innen olje og offshore industrien. Konsernspiss er det amerikanske børsnoterte selskapet Oceaneering International Ltd. Selskapene henvender seg jevnlig til eier, øvrige selskap i konsernet og kunder som er basert i utlandet. Selskapet driver virksomhet i en internasjonal bransje der alle sentrale aktører og samarbeidspartnere behersker og benytter engelsk. Arbeidsspråket er engelsk. En norsk oversettelse vil kun ha til formål å oppfylle regnskapslovens språkkrav.

**Skattedirektoratets vurdering**

Etter regnskapsloven § 3-4 tredje ledd skal "årsregnskapet og årsberetningen ... være på norsk. Departementet kan ved ... enkeltvedtak bestemme at årsregnskapet og/eller årsberetningen kan være på et annet språk."

I Ot. prp. nr. 42 (1997-1998) Om lov om årsregnskap m.v., er det uttalt følgende om regnskapslovens formål, jf. pkt. 1.1:

Postadresse  
Postboks 9200 Grønland  
0134 Oslo  
For elektronisk henvendelse se [www.skattetaten.no](http://www.skattetaten.no)

Besøksadresse:  
Se [www.skattetaten.no](http://www.skattetaten.no)  
Org.nr: 996250318

Sentralbord  
800 80 000  
Telefaks  
22 17 08 60



*”Regjeringen har som siktemål at regnskapsloven skal bidra til informative regnskaper for ulike grupper av regnskapsbrukere. Regnskapsbrukerne er dels investorer og kreditorer som tilfører kapital til foretakene, og dels andre grupper som har interesse av å vite hvordan foretaket drives, f.eks. de ansatte og lokalsamfunnet. Informasjonen til kapitalmarkedet skal gi grunnlag for riktig prising av finansielle objekter. Riktig prisdannelse på aksjer er en forutsetning for at ressursbruken i samfunnsøkonomien skal bli best mulig. Gode regnskaper vil også gjøre det vanskeligere for markedsdeltakere å ta ut spekulasjonsgevinster med basis i skjevt fordelt informasjon.”*

Det fremgår således at et av hovedformålene med regnskapsloven er å bidra til *”informative regnskaper for ulike grupper av regnskapsbrukere”*. Regnskapsbrukere vil omfatte, jf. uttalelsen i proposisjonen, blant andre investorer, kreditorer, ansatte og lokalsamfunnet.

Det er etter Skattedirektoratets vurdering derfor avgjørende ved vurdering av om dispensasjon fra kravet til å utarbeide årsregnskap og/eller årsberetning på norsk kan gis, at det ikke foreligger mulige brukere av regnskapsinformasjon som blir vesentlig berørt negativt ved en eventuell dispensasjon.

Det er særlig hensynet til brukerne av regnskapsinformasjon som skal vurderes ved en dispensasjonssøknad. I denne vurderingen har Skattedirektoratet lagt særlig vekt på at selskapene inngår i et amerikansk konsern. Selskapets arbeidsspråk er engelsk og all kommunikasjon skjer på engelsk. Videre er det vektlagt at selskapet driver virksomhet i en internasjonal bransje der alle aktører behersker og benytter engelsk språk.

Vennligst oppgi vår referanse ved henvendelser i saken.

Med hilsen

Rune Tystad

seniorrådgiver

Rettsavdelingen, foretaksskatt  
Skattedirektoratet

Torstein Kinden Helleland