Communication Policy

DOCUMENTS FOR CORPORATE GOVERNANCE

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DOF Group ASA

Adopted by the Board of Directors of DOF Group ASA[1] on 10th of May 2023.

Effective from application for admission to trading of DOF Group ASA's shares on Oslo Børs or Euronext Expand, as applicable

This collection of documents is adopted to secure, together with any other corporate governance documents, that DOF Group ASA ("DOF" or the "Company" and, together with its subsidiaries, the "Group") complies with applicable regulations and recommendations relating to corporate governance (other than those recommendations, if any, the Board of Directors resolves that the Group shall not follow).

The policies and routines included herein are subject to the annual review by the Board of Directors of DOF (the "Board").

These documents are solely for the internal use of the Group, and none other than DOF can invoke breach of the content. Breaches of the content can however lead to sanctions from public authorities if the action also is a breach of any public regulations.

[1] Currently New DOF ASA, however it is expected that the Company will change name to DOF Group ASA before Listing.

Communication Policy

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1 PURPOSE OF THE POLICY

The purpose of this policy is to describe the overall ambition, key principles, roles and responsibilities for the communication activities throughout DOF Group ASA's ("DOF", the "Company") and its consolidated subsidiaries (together, the "Group").

Communication activities support the business objectives of the Company by helping build strong and long-lasting relations with shareholders and other stakeholders.

When practiced appropriate, proper communication contributes to the Company's success by:

- helping to enhance the reputation of the Company and the Group;
- spreading knowledge and understanding about the Company and its business, which may increase the confidence and adherence amongst the Company's stakeholders and supporters, and create respect amongst its competitors;
- avoiding that the Company's and the Group's reputation is harmed, for example in connection with emergency situations, complaints or any other problems where it may be involved; and
- promoting transparency and good internal information which builds a foundation for job satisfaction, pride and pleasure in the Group's work/productivity.

2 ROLES AND RESPONSIBILITIES

Communication is a management responsibility and an integral part of leadership. This means that all management teams and managers in the Group must be familiar with the content of this document.

Media contact falls within the responsibility of the chief executive officer (the "CEO") and chief financial officer (the "CFO"), and, if one is appointed, the person holding the investor relations officer. Any other person must seek approval from one of them before talking to the media.

Investor contact/Investor Relations shall be conducted by the Investor Relations Team only. The Investor Relations Team comprises the CEO and CFO, with addition of the investor relations officer if a person is appointed for such position. Investor contact/investor relations shall be conducted in accordance with the Company's Investor Relations Policy.

Communication with shareholders and other stakeholders of the Company shall be conducted in line with relevant internal instructions and guidelines as set out by the board of directors and the CEO and/or the CFO.

3 THE COMPANY'S OVERALL PRINCIPLES FOR COMMUNICATION

The Company's communication activities will be characterized by the following basic principles that apply following listing of its shares on Oslo Børs:

3.1 Transparency

In most cases, transparency has a positive effect both internally and externally. Insofar as the Company considers it appropriate, it will try to provide insights into facts, considerations and decisions.

3.2 Honesty

The Company shall never lie or distort the facts. The Company has no obligation to provide all the facts, but what everything that is communicated must be true and to the best of the Company's knowledge. In difficult cases, it may be appropriate to refuse to comment.

3.3 Consistency

All of the Company's conduct and messages shall be uniform and consistent, so that target groups recognize its attitudes and messages.

3.4 Proper timing

The Company should generally be the first to provide information to its target groups in order to avoid leakages, rumours and uncertainties. Proper timing is a prerequisite for taking and retaining the initiative in emergency situations or in contacts with journalists.

4 STAKEHOLDER BASED COMMUNICATION

Good relations with important stakeholders are keys to success in any business. Having a good understanding of shareholders' and important stakeholders' concerns is key to ensure proper communication:

- to achieve the best possible results, communication activities must be adapted to the target audience concerned;
- what the Company communicates must be considered relevant to each of the Company's shareholders and other stakeholders; and
- how the Company communicates with its shareholders and other stakeholders must be tailored to what is being communicated.

Communication shall be used as a strategic tool in order for the Company to be perceived among its shareholders and other key stakeholders as:

- the preferred business partner;
- the preferred employer among current and potential employees; and
- an attractive investment among shareholders and investors.

5 CORPORATE COMMUNICATION CHANNELS

DOF's main communication channels are as follows:

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DOF'S MAIN COMMUNICATION CHANNELS

Channel	Description	Key responsible
www.dof.no	Main website DOF ASA	Communication manager
DOF Portal	Intranet – internal communication	Communication manager
Newsweb – Olso Børs	Publications-press releases	IR contacts & Company secretary
Newspapers & publications	Respond press releases, interviews e.g.	IR contacts
Analysts – investor conferences	Presentations and respond	IR contacts

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