



EXCEED

Leading Energy Transformation

DOCUMENT	ENVIRONMENTAL, SOCIAL, GOVERNANCE (ESG) POLICY
LEVEL	POLICY STATEMENT
DOCUMENT No.	EXCEED-PS-CP-005
REVISION	1
DATE	21.03.2025

APPROVAL & ISSUE SUMMARY

Document Approval

EXCEED				
	TITLE	NAME	SIGNATURE	DATE
Author:	QHSE Manager	Mike Wright	<i>Mike Wright</i>	Mar 21, 2025
Reviewed By:	Head of Well Management	Al Brockie	<i>Al Brockie</i>	Mar 21, 2025
Approved By:	Managing Director	Ian Mills	<i>Ian Mills</i>	Mar 21, 2025

Issue Summary

Issue Number	Date	Description of Revision or Amendment
0	15.06.2021	Issued for Use
1	21.03.2025	Reviewed & Issued for Use

Electronic copies of this document are maintained within the Exceed Management System for access by relevant personnel.

ENVIRONMENTAL, SOCIAL, GOVERNANCE (ESG) POLICY

The Exceed Group is engaged in the provision of Well and Decommissioning Project Management, Engineering and Performance Improvement services to the Energy Sector.

Environmental, Social and Governance (ESG) performance is a core company value that directly drives the businesses' success. As an organisation Exceed has always acted ethically and with integrity in its business activities. Our commitment to ESG excellence is built on these foundations"

Exceed uses the UN Sustainable Development Goals (UNSDGs) as the benchmark for our ESG strategy, aligning with those that are assessed to be material to Exceed's business and how we support our clients.

In addition, Exceed commits to meeting both Sustainability Accounting Standards Board (SASB) and Taskforce for Climate-related Financial Disclosures (TCFD) requirements for ESG transparency and reporting.

Through the implementation of our Management System, Exceed shall work to continually improving our own ESG performance and influence our supply chain and clients to strive for excellence.

Our range of services shall be tailored to customer requirements, building on regulatory and industry best practise and using Exceed's systems and processes to strive for ESG excellence for their projects, including reducing the CO₂ emissions of service delivery, combined with provisions for CO₂ offset.

Exceed recognises that the Energy Transition is the biggest ESG challenge facing our sector and is committed to a low carbon future with the aim to achieve net-zero CO₂ emissions by 2030.

We endeavour to be a proactive partner, leading by example and engaging with key organisations and stakeholders to contribute to the evolution of the Energy Sector by supporting the reduction of CO₂ emissions, through the Energy Transition journey.

The Exceed service offerings will evolve to meet societal energy demands yet be balanced to meet environmental standards to support our clients through their Energy Transition journey.



Ian Mills,
Managing Director
21st March 2025



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EXCEED-PS-CP-005 - Exceed ESG Policy Statement rev1

Final Audit Report

2025-03-21

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