

Drug and Alcohol Policy

"TGS prohibits the possession, use, sale, attempted sale, distribution, dispensing, manufacture, purchase, attempted purchase, transfer, or cultivation of illegal or illicit drugs on TGS property and projects. TGS also prohibits the improper use of legal drugs and alcohol on TGS property or by employees when performing their TGS obligations."

We will:

1. Not tolerate employees, contractors, common carriers, and vendor personnel being unfit for work or unable to carry out their duties due to the use of drugs or alcohol.
2. Obligate employees to intervene if they suspect a colleague, contractor, common carrier or vendor is under the influence and acting in an unsafe manner.
3. Ensure that those found to be under the influence of illegal drugs are not allowed on company property.
4. Assist employees who voluntarily seek help for their condition, as we recognize that substance abuse is a treatable condition that, through proper treatment, can be successfully treated.

An employee or contractor who has had, or is found to have, a substance abuse problem will not be permitted to work in designated positions identified by management as being critical to the safety and well-being of employees, the public, or the Company.

While employees are prohibited from consuming, possessing, selling, or distributing alcohol while on the job, or while on a property owned or leased by TGS, an exception to this policy applies to off-site or on-site Company-sponsored events. A written notice of approval should be obtained from senior management prior to the event. Employees must still avoid consuming alcohol to excess and always comply with local laws and regulatory requirements.

TGS reserves the right, subject to and in accordance with applicable laws and regulations, to conduct drug and alcohol testing on employees and to conduct unannounced searches for drugs and alcohol on company-owned or controlled property where there is reasonable suspicion there has been a breach of this policy.

TGS employees have an obligation to report violations or suspected violations of this policy to TGS' VP of QHSE, their manager or the [TGS' compliance hotline](#). Violations of this policy may result in disciplinary action, up to and including termination of employment. This includes situations where an employee suffering from alcohol or drug dependency refuses rehabilitation, fails to respond to treatment, or fails to meet satisfactory standards of effective work performance. This policy does not require and should not result in any special regulations, privileges, or exemptions from normal job performance requirements.

A handwritten signature in black ink, appearing to read 'K. Johansen', with a long horizontal line extending to the right.

Kristian Johansen
Chief Executive Officer

May 19th, 2023