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Code of Conduct

Grieg Group



To all Grieg Employees

Dear colleagues,

The Grieg Group originate from a long and proud maritime tradition. We operate in different countries around the world, always searching for the best business opportunities and for ways we can make a difference. We must honor our legacy and our traditions by acting with integrity everywhere we operate. Our success depends on each and every one of us constantly striving to do what is right.

This Code reflects who we are. The objective of this Code of Conduct is to state the requirements to each of us concerning proper business practice and personal behavior. It provides us with important tools needed to put our values into practice, and perform our everyday work in an ethical and responsible manner.

Integrity begins with each of us. It's crucial to recognize the integrity risks associated with our roles, and to know how to handle them and who to seek advice from when uncertain. If I could summarize this Code in one sentence it would be: Take care of each other and always act with integrity.

We all share the responsibility to voice concerns about compliance and integrity. By speaking up, we can address issues before they escalate and seize opportunities for improvement. If you see or hear anything that might constitute a breach of law or regulations or our Code of Conduct, you should report it either to your leader or by using our external whistleblowing channel.

Thank you for your continued commitment to upholding our culture of compliance and integrity.

Hege Leirfall Ingebrigtsen
CEO, Grieg Maturitas

How we apply our Code of Conduct

How we Commit to Compliance and Integrity

This Code of Conduct describes the behavior Grieg expects from you, and what you and our business partners, can expect from Grieg. Our Code of Conduct does not serve as a strict set of rules, and it does not provide an answer for every situation we might face. That is why we are all required to use our best judgement in applying the principles of the Code and to demonstrate its essence in everything we do.

At Grieg we must ensure that we conduct our business in line with our values, with integrity, and that we always respect the laws, cultures, dignity and rights of individuals in all countries where we operate. The objective of our Code of Conduct is to state the requirements concerning proper business practice and personal behavior. It gives us the tools needed to perform our everyday work in an ethical and responsible manner. The Code reflects who we are and how we must act, as it puts our values and principles into practice.

This Code of Conduct has been approved by the Board of Directors of Grieg Maturitas II AS and serves as the Grieg Group governing document, describing our commitments and requirements regarding compliance and ethical business practices and personal conduct. We expect that all Grieg Group companies adhere to the principles in this document. All companies within the Grieg Group must either adopt this CoC, or to adopt a CoC that is aligned with this CoC.

All company governing documents must be consistent with this Code of Conduct. We have developed related policies and procedures to provide more detailed guidance on compliance requirements, such as policies regulating sanctions, anti-money laundering, anti-bribery and corruption, and human rights. Please seek more advice in relevant policies if necessary.

If there are differences between applicable laws and regulations, and the standards set out in this Code of Conduct, the highest standard consistent with applicable local laws shall be applied. Violation of this Code of Conduct or applicable laws may lead to internal disciplinary actions, dismissal or even criminal prosecution.

Our Values

Solid

We have a long-term approach to all our partnerships and businesses, ensuring a stable economic foundation. We strive towards competence and quality, always respecting traditions and business relations.

Proud

We come from a proud maritime tradition. We contribute to the welfare of our society, nationally and internationally. We assume responsibility for maintaining and developing an engaging working environment, celebrating our shared commitments building strength to our brand.

Open

We are open and honest towards society and each other; we exchange knowledge and ideas and seek to understand and learn from each other. Being open comes with a responsibility, we proactively share information with all stakeholders ensuring a transparent and authentic business approach.

Committed

We care, and we are committed. We care about the jobs we do. We show enthusiasm and support. We are committed to our responsibility towards the future, the environment, and society. We create opportunities and are committed to our people and businesses.

Who this Code of Conduct Applies to

This Code of Conduct applies to all employees (including temporary personnel) and directors in Grieg Maturitas II AS and its subsidiaries, corporate affiliates, and joint ventures that are majority owned or controlled by Grieg Maturitas II AS (individually and collectively). It also applies to intermediaries, consultants and others who act on behalf of Grieg. All managers in the Grieg Group are responsible for ensuring that employees are informed about this Code of Conduct. This Code of Conduct must be signed by all new employees as part of the onboarding process.

Grieg employees and directors of the boards are expected to encourage business partners, suppliers and other contracting parties to adhere to principles that are consistent with applicable law and this Code of Conduct. Grieg employees and directors of the board shall do its best to promote to implement these principles in companies which Grieg owns a minority stake.

Responsibilities

Your Personal Responsibility

When working at Grieg, you shall strive to exercise good judgment, care and consideration. You are expected to familiarize yourself with, sign off on, and perform your duties in line with the principles set forth herein. You are expected to understand the risks you face in your role, and how to manage and mitigate these risks. If you need advice in handling a specific ethical dilemma, you are advised to consult with your manager or other appropriate authority. Grieg Legal or equivalent support function in your Company (hereafter only referred to as “Grieg Legal”) may also be contacted for advice.

Leaders and Management

Leaders and management groups in all Grieg Group Companies are expected to actively communicate and implement the requirements in this Code of Conduct to their direct reports, and to act as role models. The management are also responsible for promoting and monitoring compliance with the Code of Conduct within their respective area of responsibility.

Board of Directors and CEO's Responsibility

All Board of Directors in the Grieg Group are responsible for safeguarding, implementing and overseeing the management of this Code of Conduct. All CEOs within the Grieg Group shall ensure that employees are aware of and comply with this Code of Conduct. The CEO shall also ensure that Code of Conduct training is conducted regularly for the company's employees, and that the employees, as part of such training or other suitable process, sign that they have read and understood the CoC.

Personal Declaration of Compliance

We expect that all employees (including temporary personnel) and/or directors in Grieg receive necessary training and information about this Code of Conduct. This may entail relevant mandatory training and/or by requesting employees to confirm compliance by signing an annual statement of compliance.

Suppliers, subcontractors, representatives and other contracting parties

We expect that suppliers, subcontractors, representatives and other contracting parties of Grieg to have compliance and ethical standards that are compatible with this Code of Conduct.

We speak up

Our Culture

At Grieg, we are committed to preserve a culture of trust where we all are encouraged to ask questions, seek guidance, raise concerns and report suspected violations. We have a common responsibility to speak up promptly about ethical questions or issues, and anything we believe, in good faith, to be a suspected violation.

Whistleblowing

If you become aware of or have suspicions concerning any misconduct, you should notify your manager, another Grieg manager you trust, or Grieg Legal.

If you prefer not to notify any of those identified above, you are urged to notify through our external whistleblowing channel. Notifications can be sent anonymously.

Our Whistleblowing Policy provides more details and guidance.

NO Retaliation

The system for notifications can be used without fear of reprisal. We will never tolerate retaliation against anyone who speaks up in good faith to ask questions, raise a concern, report a suspected violation or participate in an internal company investigation. Good faith means that you sincerely believe that a legitimate issue exists. Any employee knowingly making a false notification for the purposes of harming another individual will be subject to disciplinary action.

Who to consult

You are required to report any evidence of violations of this Code or applicable laws that you identify. Reporting violations of this CoC in good faith will never serve as a basis for disciplinary action.

If you have questions regarding the content or interpretation of this Code of Conduct, please contact Grieg Legal. If you should need advice in the handling of a specific ethical dilemma, you should consult with your manager or other appropriate authority. You can always contact us at information@grieg.no.

We care about each other and our society

Diversity and Equality

Diversity is not only the right thing to do ethically. It leads to greater employee retention and improves productivity. Bringing together employees with different experiences, backgrounds and educations helps creativity and can lead to new and innovative ideas.

At Grieg we shall embrace diversity and promote equality. We always show respect for individuals as individuals and never treat people differently because of their characteristics.

All Grieg employees shall expect a workplace free from discrimination. We always have a zero tolerance against discrimination in any form – verbal, physical or visual, against any employee on the basis of age, gender, sexual orientation, disability, race, nationality, political opinions, religion or ethnic background, or any other basis prohibited by law.

Your Responsibility

- Treat everyone with dignity, fairness and respect
- Encourage and listen to those who speak up
- Make sure that you know your co-workers, remember their names, ask them how they are
- If you become aware of any situation in breach of the above principles, speak up or report your concern

Anti-Harassment

At Grieg, we expect that everyone is treated with fairness, respect and dignity. We do not tolerate any form of abuse, harassment, intimidation, bullying, degrading treatment or sexually offensive behavior by or towards employees, board of directors or business partners. Comments or any other forms of offensive messages, derogatory remarks or inappropriate jokes are unacceptable.

Employees with any form of management responsibilities must never promote a harassment culture towards other employees. This applies even if such behavior appears or seems to be voluntary. Managers in Grieg have a particular responsibility, to practice and follow our code of conduct. It's their sole responsibility to avoid inappropriate conduct with a subordinate, as well as to identify abusive behavior in the employees they oversee.

Our Non-Discrimination and Harassment Policy provides more detailed information and guidelines.

If you should learn of a breach of our Non-Discrimination and Harassment Policy, immediately report it using the channel most comfortable to you.

Your Responsibility

- Work actively every day to create a good working environment – free of all harassment
- Respect other people's customs and culture
- Never engage in abuse, harassment, bullying, workplace violence, sexually offensive behavior or other behavior that colleagues or business partners may regard as threatening or degrading
- If you become aware of any situation in breach of the above principles, speak up or report your concern

Sexual harassment

All our employees have the right to be treated with dignity and respect. Sexual harassment in the workplace will not be permitted or accepted. Sexual harassment is unwanted behavior of a sexual nature. This may include unwelcome physical, verbal or non-verbal conduct, but may appear in other forms as well. The unwanted nature of sexual harassment separates it from behavior that is welcome and mutual.

It is important to be aware of the influence that positions with any form of management responsibilities have over other employees, especially those below him/her in the line of responsibility. If an employee with any form of management responsibility promotes or tolerates any form of sexualized culture or behavior, other employees may feel that he/she has to participate in such a culture in order to get later opportunities or promotions in the

company. While the participation may appear to be voluntary, it may in reality be done out of fear of the consequences on his/her career should he/she not participate.

Your Responsibility

- Promote an inclusive and non-sexualized culture.
- Be aware of your own role, responsibility and influence on other employees.
- Be aware of how your relationship with employees below you in the line of responsibility is different from a relationship between two employees with equal positions. As a manager, do not engage in any form of sexual acts with an employee below yourself in the line of responsibility.
- If you become aware of any situation in breach of the above principles, speak up or report your concern

Human and Labor Rights

At Grieg, we are committed to the OECDs guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (UNGP). We are signatory to the United Nations Global Compact. As a Norwegian based business, we will comply with national Norwegian legislation on human rights, including the Transparency Act (Åpenhetsloven), and relevant national legislation in the countries where we operate.

If you have information about human rights breaches or have concerns about human rights being respected throughout our operations, we encourage you to notify us on humanrights@grieg.no or to use the grievance mechanisms in the different companies within the Grieg Group. Our Human Rights Policy provides more information and guidelines.

Your Responsibility

- Never infringe on the human rights of others,
- Address adverse human rights impacts and,
- Ensure measures to prevent, mitigate and remediate such impacts
- If you become aware of any situation in breach of the above principles, speak up or report your concern

Drugs and Alcohol

Grieg is a drug and alcohol-free workplace. We do not tolerate anyone being under the influence of drugs or alcohol while at work for Grieg. Limited amounts of alcohol may, however, be consumed when local customs or a specific occasion make it appropriate, and provided the consumption is not combined with operating machinery, driving or any other incompatible activity. We expect that all employees show moderation when consuming alcohol at work-related events. Leaders are expected to be good role models.

Your Responsibility

- Never work under the influence of drugs or alcohol
- Always introduce alcohol-free options at work-related events, and never make anyone feel pressured to drink alcohol
- Be conscious about work-related events where alcohol is served and show moderation
- If you become aware of any situation in breach of the above principles, speak up or report your concern

Purchase of Sexual Services

Purchase of sexual services is not in line with Grieg's core values and ethical standards. Purchase of sexual services may be illegal, support human trafficking and pose a security risk. Human trafficking is a violation of human rights. Regardless of local rules, regulations and customs, Grieg has a zero-tolerance against the purchase of any sexual services when on assignments or business trips for the company. This also includes any contribution to the purchase of such services.

Your Responsibility

- Never purchase sexual services when you are on business trips or other assignments, including long term assignments on behalf of Grieg
- Never influence others to purchase sexual services and never accept to receive sexual services others have paid for
- If you become aware of any situation in breach of the above principles, speak up or report your concern

We Act with Integrity

Anti-Bribery and Corruption

Grieg prohibits any provision, offering or accepting of bribes of any variety to any person, whether private or public, either directly or through any third party.

Bribery and corruption occur when you offer, pay, seek or accept an improper payment, gift or advantage to influence a business or governmental outcome or decision. Engaging in bribery or turning a blind eye to your suspicions of bribery, can result in liability for Grieg and for you personally. Bribes can be in the form of money, or anything else of value, such as a gift or donation, travel benefits, employment benefits, or any other advantage.

No employee or business partner will suffer adverse consequences for refusing to engage in improper payment activity, even if this results in loss of business. Our Anti-Bribery and Corruption Policy provides more information and guidelines.

Your Responsibility

- Make sure that all payments made are proper and legal, that they are approved by relevant Grieg personnel, and that they are recorded accurately in the company's books and records
- Never (either directly or indirectly through a third party) offer anything of value to improperly influence the actions or decisions of any person, including any public official or private party, in pursuit of Grieg's interests
- Do not make facilitation payments even if not considered to be a criminal offense under certain jurisdictions. If a payment is demanded from you in order to avert an immediate threat to the life or health of any person, such payments are not prohibited, but they must be immediately reported to your leader and handled by Legal/Compliance.
- If you become aware of any situation in breach of the above principles, speak up or report your concern

Anti-Money Laundering

At Grieg, we will conduct business only with reputable customers and business partners involved in legitimate business activities, with funds derived from legitimate resources.

Money laundering supports criminal activity, including drug trafficking, terrorism, corruption and tax evasion. Money laundering is the process of disguising the proceeds of crime in order to hide its illegal origins or

otherwise dealing with the proceeds of crime. Criminal proceeds include not only money, but all forms of assets that are derived from criminal activity, such as real estate and intangible property. Our Anti-Money Laundering Policy provides more information and guidelines.

Your Responsibility

- Conduct appropriate counterparty due diligence to understand the business and background of our prospective business partners and to determine the origin and destination of money and other assets
- Be attentive to attempts to receive or make payments in cash or transactions otherwise involving unusual banking or payment arrangements
- Report suspicious transactions or incidents of money laundering to Grieg Legal

Conflict of Interest

A conflict of interest occurs when personal relationships, participation in external activities or interest in another venture can influence or could be perceived to influence a person's decision making when acting for Grieg. They may result from personal ambition, financial or business commitments, membership of an organization, family members or personal relationships. A "family member" includes a spouse, romantic partner, parents / stepparents, children / stepchildren, siblings / stepsiblings, cousins, nephews, nieces, aunts, uncles, grandparents, grandchildren, and in-laws, and any other person living with you, except tenants and household employees.

All business transactions must be entered into solely for the best interests of Grieg. Any actual or perceived conflicts of interest that cannot reasonably be avoided shall be made fully transparent and reported.

Your Responsibility

- Act in the best interests of Grieg and take necessary steps to avoid situations and positions that may create or appear to create a conflict of interest
- Do not participate in any transactions or other business arrangements on behalf of Grieg where you directly or indirectly have, or could reasonably be suspected to have, a personal interest or otherwise, directly or indirectly, benefit from your position in Grieg
- Avoid having interests outside the company in any business that competes with or provides services to Grieg or its subsidiaries, which could affect your objectivity in carrying out your company responsibilities
- Avoid doing business on behalf of Grieg with a close personal friend or family member
- If you think you may be in a situation that could be perceived as a conflict, it is your personal responsibility to disclose the potential conflict and all relevant facts to your immediate manager
- Leaders must ensure that conflicted individuals are isolated from any operation, influence, and/or decision-making process associated with the subject of the conflict

Gifts and Hospitality

Grieg does not expect gifts or hospitality from any of our business partners.

Grieg does not allow gifts or hospitality were giving or accepting them could influence business decisions, violate any local laws or the policies of the recipient company, or cause others to perceive such influence or violation.

Grieg does not accept or offer gifts or hospitality - except in some limited circumstances. Such circumstances can be promotional items of minimal value normally bearing a company logo. Other gifts may be accepted in situations where it would give offence to refuse. In such cases the gift should be handed over to a superior and be regarded as company property. Smaller gifts in connection with celebrations, holiday seasons, religious celebrations, or other special occasions which are considered normal business practice are exceptions.

Hospitality such as social events, meals or entertainment may be acceptable if there is a clear business reason. The cost of any hospitality must be within reasonable limits. Additional costs related to accommodation, travel and other expenses for the individual in connection with such hospitality are always held by the employee's company.

It is not allowed to accept any form of personal fees, provisions or services that may be interpreted as attempts to influence decisions. Neither is it allowed to accept any form of gift or service in relation to negotiations, or as acknowledgements for a specific contract or behavior.

The above principles also apply in the reverse direction. No employee, or individual acting on behalf of the Grieg Group, may in their interaction with customers, suppliers or other business partners, offer or agree to pay for gifts, hospitality or services to others, in violation of the principle above. The above principles apply equally to both public officials and people representing private entities. All questions concerning these matters must be discussed with your leader or Grieg Legal.

Your Responsibility

- Never accept or offer a gift or hospitality that would influence your or any other person's judgment, or cause others to perceive such influence
- Never solicit a gift, hospitality or other favor for personal benefit from any of Grieg's stakeholders
- Do not accept or offer gifts in situations of contract negotiation, bidding, or award
- Do not offer or accept hospitality, expenses, or other favors where it could be perceived to influence decision making in situations of contract negotiation, bidding or award
- In cases of doubt, always consult with your manager or Grieg Legal

Sanctions

International and economic sanctions impose restrictions and prohibitions against specific countries or individuals over sale, supply, transfer, provision or export, directly or indirectly, of certain goods, technology, software, services and funds, as well as brokering services and technical assistance, including disclosure of information. Sanctions laws also prohibit dealings with certain parties who are specifically designated by governments for sanctions restrictions.

Grieg must adhere to all applicable sanctions' laws and regulations. Doing business in certain countries therefore requires particular attention to sanctions laws. Our Sanctions Policy provides more information and guidelines.

Your Responsibility

- Ensure compliance with all applicable sanctions' laws
- Before you engage in business with any party, ensure that those parties are not subject to sanctions
- Be attentive to dealings with parties that are from sanctioned countries, or that are otherwise designated for financial sanctions

Public Officials

A "public official" means any officer or employee of a government, a government department, agency, or government owned or controlled state enterprise, any person acting in an official capacity for or on behalf of a government or government entity or of a public international organization, any political party or party official, or any candidate for political office. Public officials include not only elected officials, but also consultants who hold government positions and political party officials.

Dealings with public officials require that we exercise extra caution in the way we conduct ourselves. Gifts, hospitality or any financial or other advantage shall not be offered, promised, given to or received from public

officials unless this is subject to specific, written pre-approval from Grieg Legal. Local laws may restrict or even prohibit the offering of gifts and entertainment to public officials.

Your Responsibility

- As a representative of Grieg, never, in order to obtain or retain business or other improper advantage in the conduct of business, offer, promise, or give any undue advantage to a public official to make the official act or refrain from acting in relation to the performance of her/his duties. This applies regardless of whether the advantage is offered directly or through an intermediary
- When engaging with public officials, do so in a transparent and straightforward manner and exercise the utmost integrity at all times
- Properly record any gifts and hospitality given to, or received from, public officials

Working With Business Partners

Our success depends on cooperation from our business partners – suppliers, contractors, agents, joint venture partners, consultants and others. Our suppliers and other business partners are expected to comply with all applicable laws and regulations, respect internationally recognized human rights and conduct their business with integrity. We must exercise caution when entering into agreements with intermediaries, i.e. business partners who are acting on our behalf which may include agents, consultants, lobbyists, as Grieg may be held responsible for their actions.

Suppliers with direct contractual relationship with Grieg shall adhere to compliance and integrity standards detailed in our Supplier Code of Conduct which sets out clear requirements and expectations in the areas of business ethics and anti-corruption, respecting human rights and working conditions, and environmental compliance. Failure to comply with these requirements may result in the termination of the business relationship.

Your Responsibility

- Before establishing or renewing the business relationship you must follow your Company's relevant due diligence procedures to ensure that the business partners' reputation and background meet our standards and expectations
- Clearly communicate our business integrity expectations to suppliers and business partners
- Exercise necessary oversight throughout the duration of the contractual engagement
- Promptly report any concern you may have about integrity or misconduct by supplier or a business partner to your nearest leader, Grieg Legal or other available reporting channel

Safeguarding of Property, Information and Assets

Grieg' property, information and assets must be secured by adequate protective measures. Our information and assets are only to be used for legitimate business purposes and only by authorized employees or their designees. This applies to tangible assets, e.g. equipment, and intangible assets such as intellectual property and confidential information. Information produced and stored on Grieg' IT systems is regarded as the property of the company. Private use is only permitted to a limited extent, and information that may be considered illegal or inappropriate must under no circumstances be processed or downloaded. The use of IT systems and internet services in particular, must be governed by the needs of the business and not by personal interests.

Your Responsibility

- Act responsibly when accessing information and systems, and protect Grieg' property, information and assets from theft and loss
- Report any security breaches of property to Grieg' Security function

- Report any theft, waste or misuse of company information and assets to Grieg' Security, IT or People & Organization team
- Maintain electronic files and archives in an orderly manner

Confidentiality

At Grieg we are committed to protecting confidential information. We will not misuse information belonging to ourselves or any of our partners.

Your Responsibility

- Only share confidential information on a "need to know" basis, and prevent third parties unauthorized access to confidential information
- Carefully consider how, where and with whom Grieg-related matters are discussed
- The duty of confidentiality will apply after the conclusion of the employment or contractual relationship with Grieg and for as long as the information is considered sensitive or confidential in nature
- If you find yourself in possession or become aware of anyone in possession of unauthorized confidential information, immediately contact Grieg Legal. Do not discuss or share the information with anyone.

We care about our environment and our stakeholders

Local Communities

Grieg is a significant part of many local communities and is committed to engage constructively with our stakeholders to create lasting local value, including respecting human rights. We aim to create such value to local communities through our business activities. In our dialogue and engagement with them we seek to understand their expectations and explore opportunities for mutual benefits.

We view it as our responsibility to engage in positive, open and constructive dialogue with all of the local stakeholders and groups that are impacted by our activities, such as other business interests, environmental groups, animal welfare groups, Indigenous groups, politicians, neighbors, or the general public at large. Our aim is to find mutually beneficial or acceptable solutions to concerns.

Solutions must be relevant to our business needs and local conditions and comply with our principles, policies, and local regulations. Our contribution to communities may include direct and indirect local employment, local procurement of goods and services, local infrastructure development and capacity building as well as social investments.

In some of the Grieg Group companies we operate in territories that belong to Indigenous peoples. We recognize that these Indigenous Peoples have special rights, as acknowledged to them by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

We must take particular care to avoid infringing on such rights and to engage in dialogue with Indigenous Peoples and groups, and we strive to contribute to vibrant Indigenous cultures in the areas where we operate.

Your Responsibility

- Systematically consider and address the impact our activities may have on local communities and take this into account when making business decisions
- Actively identify opportunities related to our activities that can contribute to local value creation through local employment, procurement and capacity development
- Ensure that social contributions are made in compliance with our anti-corruption requirements

Data Protection

Grieg is committed to protecting the personal data of our personnel and business partners, and those we come in contact with. Our Data Protection Policy and implemented Routines and procedures details how we protect personal data.

General data protection principles observed by Grieg:

- The processing of personal data shall be lawful, fair and transparent
- The collecting of personal data shall only be made for explicit and legitimate purposes and the use of them shall be made accordingly
- The collecting of personal data shall be relevant, adequate and limited to what is necessary in relation to the purpose of collection
- Personal data shall not be stored longer than necessary related to its purpose
- All personal data shall be kept confidential, stored in a secure way and Grieg shall maintain appropriate technical and organizational measures to protect personal data
- Personal data may be shared only when lawful
- Data subjects shall have the rights provided in the Data Protection Policy, hereunder the right of access, erasure, restriction, objection and rectification of personal data

Transparency and Financial Reporting

Grieg will communicate relevant business information in full and on a timely basis to its employees and external stakeholders. All accounting and financial information, as well as other disclosure information, must be accurately registered and presented in accordance with laws, regulations and relevant accounting standards.

The group's financial reporting relies on accurate input from the economic activities of its subsidiaries. Therefore, timely and precise reporting of all pertinent information is essential.