Introduction

The scope of this document is to define the medical criteria which shall be observed by all involved parties and especially by the Examining Physician for performing the medical fitness examinations that all Saipem Group's employees should undergo before their employment and during their working retainership.

The purpose of a medical fitness examination is to:

- Determine whether a potential employee or an employee is medically fit to carry out specific duties or to operate in particular weather and environmental conditions, according to their job role, area of deployment, and various hazards identified by worksite health risk assessment.
- Monitor and amend eventual impairment to the employee's health.

All cases have to be evaluated individually by the Examining Physician and, when necessary, in agreement with the relevant Saipem Medical Adviser. The basis of judging medical fitness for an overseas, offshore or remote area assignment shall be the document of Offshore Energy UK, "Medical Aspects of Fitness for Work Offshore: Guidance for Examining Physicians". This rule also applies to subcontractors' employees.

This guideline applies to all internationally assigned Saipem employees. Local employees are subject to local law and regulations. Where local laws and regulations do not exist or only establish minimum standards, without restricting the conduct of medical fitness or occupational health assessments, this protocol and its guidelines must be fully implemented and adhered to.

Additionally, to the Saipem medical fitness examination, seafarers must simultaneously undertake the medical fitness examination as per the requirements of both, Standards of Training, Certification and Watchkeeping for Seafarers (STCW) Convention, 1978, and the Maritime Labour Convention, 2006.

For any health-related clarification concerning the process of medical fitness examination, or to approach the relevant Saipem Medical Adviser, when necessary or according to this guideline, the Examining Physician shall contact the Saipem Health Department in confidence at to below email:

Email Address: MEDES.Health@saipem.com

Definitions:

(Medical) **Examinee**: Any individual who undergoes a medical fitness examination, called shortly in this document Examinee.

Examining Physician: The physician responsible for examination process, who, after fully assessing the Examinee, decided their medical fitness to work and issues the relevant medical fitness certificate(s).

Saipem Medical Adviser: Saipem medical personnel who, according to their expertise, job role and responsibility is authorised to advise and support the examining physician in reaching decisions regarding medical fitness examination.

Remote areas: in the context of healthcare access, any geographic locations where people experience significant barriers to accessing timely appropriate and comprehensive medical care.

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PROTOCOL "C"

(BIENNIAL)

INSTRUMENTAL EXAMINATION

General Medical Examination
Chest X-ray (****)
Resting ECG
Exercise ECG Stress Test (*****)
Audiogram
Ophthalmological Exam
Spirometry
Alcohol Test (***)

LABORATORY ANALYSIS

Full Blood Count (FBC) with formula
Blood glucose (glycemia)
HbA1c
Blood Urea Nitrogen (BUN)
Creatinine
Transaminase (AST/SGOT & ALT/SGPT)
Gamma Glutamyl Transpeptidase (GGT)
Bilirubin (Total and Direct)
Cholesterol (Total, HDL, LDL)
Triglycerides
Urine Examination (Physical, Chemical & Microscopic)
Syphilis Test (TPHA or VDRL) (*)
Markers Hepatitis A-B-C (**)
Tuberculosis Test (IGRA or PPD) (*)
HIV (*)
Drug Test (***)

Note:

Unless foreseen by local laws and regulations or specified by the Examining Physician due to health monitoring limitations / restrictions, the validity of the Health Certificate shall be **two years** from the date of examination.

(*) To be performed only if specifically required.

(**) To be performed only for pre-employment examination to personnel who have never been vaccinated before or if expressly required.

(***) Unless restricted by local law and regulations, it is compulsory on Pre-employment Medical Examinations for all employees and compulsory on Periodical Examination for all employees assigned internationally, offshore or in Safety Sensitive Positions (SSP). For all other employees depends on circumstances, national and international legal requirements.

(****) **Chest X-ray** is required on the first examination. Afterwards, the examining physician has the discretion whether to perform it or not, based on physical examination, laboratory results, epidemiological situation and local laws and regulation in the country of origin or assignment.

(*****) **Exercise ECG Stress Test** following Bruce Protocol Stage III is required for all international employees with age of 35 years and above on the date of examination, and, unless restricted by local law and regulations, for all local employees aged 35 or above, excluding those assigned to the onshore office-based positions in non-remote areas.

Attachments:

Attachment 1 - Instructions for the Examining Physician

Attachment 2 - Medical Fitness Evaluation Guidelines “Protocol C”

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Attachment 1 - INSTRUCTIONS FOR THE EXAMINING PHYSICIAN

The Examining Physician is required to follow the instructions herein defined and to complete each section of the “Medical Report” Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E).

Page 1 of 3 – “Medical Report” Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E)

The Examining Physician shall assure that the personal data of the Examinee in section 1 is filled out fully and correctly. The Blood Group and the “Rh” factor shall be tested only on the Examinee's first medical examination and the relevant results shall be reported in the successive medical examinations.

The Examining Physician shall make sure that the Examinee answers all queries reported on page no. 1 and that their sign at the bottom left corner. On the right side of page no. 1, the Examining Physician shall state their observation to Examinee’s answers.

The Examining Physician shall inform the Examinee regarding the importance and the implication of correct and accurate declaration of current and past medical history.

Page 2 of 3 - “Medical Report” Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E)

The Examining Physician shall fill in “Section 3 – Summary of Examinee's Medical History” and state their observations/remarks. The Examining Physician shall fill in all the items mentioned under “Section 4 – Medical Examiner’s Report” with all the relevant details and state their remarks.

Page 3 of 3 - “Medical Report” Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E)

The Examinee shall undergo the examination mentioned in “Section 5 – Examination Results and Report” and the Examining Physician shall attach all Diagnostic and Laboratory Results and state whether they are within the normal range or not.

The Examining Physician shall further observe the specific procedures for the following items reported in section 5 of page 3 of 3 of “Medical Report” Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E).

Item 1. Chest X-Ray Report

A chest X-ray is required to be performed by everyone on the first Medical Fitness Examination when the local law and regulations allow it.

During a Periodical Medical Fitness Examination, the examining physician has the discretion whether to perform it or not, based on physical examination, laboratory results, epidemiological situation and local laws and regulations in the country of origin or assignment.

Item 3. Exercise ECG Stress Test

An Exercise ECG Stress Test following Bruce protocol Stage III is required for all employees with age of 35 years and above on the date of examination on international assignment. Local employees are subject to local law and regulations. Where local laws and regulations do not exist or only establish minimum standards without restricting the conduct of medical fitness or occupational health assessments, the Exercise ECG Stress test must be performed for all local employees, excluding those assigned to the onshore office-based positions in non-remote areas.

Item 5. Spirometry Report

Spirometry is required during the Pre-Employment and Periodical Medical Fitness Examination for every Examinee. Examinees with FEV1 >65% of predicted value and FVC >70% of predicted value are likely to have sufficient lung capacity to meet the requirements for medical fitness. Readings below these predicted values may indicate a significant condition or physical incapacity. If required, retesting is to be performed to confirm the result. Further investigations must be undertaken when a significant medical condition or physical incapacity is present or suspected.

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Item 7. Urine Examination Report

Urine examination includes Physical, Chemical and Microscopy. If Dipstick Urine testing is performed, the details of the results must be submitted.

Item 8. Drugs, Alcohol screening test Report

The regular Drugs and Alcohol screening shall contain (a minimum) the following tests:

a) Amphetamine

b) Benzodiazepine

c) Cannabinoid

d) Cocaine

e) Methamphetamine

f) Opiates

g) Alcohol

The drug screening process should be executed usually on a urine sample. The alcohol screening process should be executed on a breath (preferable), blood or saliva sample.

Pre-employment and periodical substance testing are mandatory for all Examinees who intend to work with the Company in roles and on worksites that are considered at risk by the Health/Safety risk assessment. The testing must be carried out in accordance with and within applicable laws and local regulations. Each Examinee shall be duly informed that they may be subject to the test for the prevention of alcohol and drug misuse.

Company roles considered at risk include, but are not limited to, all Safety Sensitive Positions. Safety Sensitive Positions are those in which employees have high exposure to a catastrophic operational incident and have a direct role in operations where company personnel's failure could result in serious harm to public or employee well-being, company assets, or the environment. Safety Sensitive Positions include but are not limited to Operation Managers, Construction Supervisors, Construction Scaffolding Leads, Security Advisors, Crane Operators, Marine Advisors, Offshore Transportation Specialists, Commissioning Engineers, Site Safety Advisors, Site Quality Leads, and Riggers.

Worksites considered at risk include, but are not limited to, offshore and overseas sites.

The alcohol concentration up to 0.01 g/210 L air in breath air is acceptable because certain mouthwashes or vinegars may contain a certain amount of alcohol that might be detected during the breath test.

The concentration up to 0.01% in the blood (%BAC = 0.01 g alcohol /100 ml blood), which is equivalent to 0.01 g/210 L in breath air, is acceptable because of potential standard error of laboratory analytical method used for testing, as well as because of potentially existence of small quantity of ethanol in blood produced by internal metabolism without external intake.

Item 9. HIV Test

The HIV test shall be done only if required for visa purposes by the country of work.

Item 10. Tuberculosis Test

The Tuberculosis Test shall be done when the Examinee is assigned in Gulf Countries or at the request. The recommended method of testing is either the Interferon Gamma Release Assay (IGRA) or the Purified Protein Derivative (PPD) skin test. The choice of test is at the discretion of the Examining Physician, considering the epidemiological context of the country of examination and assignment, as well as local laws and regulations.

Item 11: Hepatitis Markers Test

The Hepatitis markers test for Hepatitis A (HAV Ab - IgG), for Hepatitis B (HBsAg, HBsAb, HBcAb), and for Hepatitis C (HCV Ab) shall be done for all Examinees, except in the following circumstances:

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a) Examinee who has been completely vaccinated against Hepatitis A or experienced the condition should not repeat markers test for hepatitis A;

b) Examinee who has been completely vaccinated against Hepatitis B or experienced the acute condition with full resolution and no sign of healthy carrier or chronic status of hepatitis B should not repeat markers test for hepatitis B (HBsAb, HBcAb).

In case of vaccination, the date of the last vaccination done has to be reported on page 3 of 3, “Section 6 – Overall Summary, Assessment and Recommendations” in the “Medical Report” Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E).

Item 12: TPHA or VDRL

The syphilis screening test should be done during Pre-Employment or Periodical Medical Fitness examination, only if specifically required. The choice of test is at the discretion of the Examining Physician, considering the epidemiological context, individual presentation and local laws and regulations. Positive cases must be verified if the treatment must be initiated and/or completed before the Examinee is considered fit. Details must be briefly written on page 3 of 3, “Section 6 – Overall Summary, Assessment and Recommendations” in the “Medical Report” Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E) or a report provided.

Item 13 -14: Additional examination for catering personnel

Any Examinee assigned to catering disciplines related to “cleaning” and “kitchen” activities shall undergo, every year the following additional examinations:

a) HAV Ab (both IgG & IgM) – previous vaccinations and past medical history shall be considered in determining the appropriate result/action.

b) Stool examination

c) Pharyngeal swab test

Overall summary, assessment and recommendations

The Examining Physician shall write their comments and recommendations and tick the appropriate box concerning the overall assessment of the Examinee whether they are fit (including for Offshore/Onshore/ or both), fit with recommendations and restrictions (including for Offshore/Onshore/ or both) or unfit (including for Offshore/Onshore/ or both). If the Employee is declared to be “Fit to Work”, the Examining Physician shall verify the Examinee’s vaccinations and shall complete the “Medical Fitness Certificate Form”.

The Examining Physician shall write the date of validity (start and end date) using this format: dd/mm/yyyy and shall complete and stamp the relevant professional credentials - both individual and those of the medical facility where the medical fitness examination is conducted - in full compliance with the local laws and regulations of the country in which the examination takes place. The maximum validity of the Medical Fitness Certificate shall be two years (24 months), starting from the date on which the medical examination is performed.

A validity period shorter than 24 months shall be accepted based on the following conditions:

- When it is specified by the Examining Physician due to health monitoring limitations or restrictions.
- When it requires contractually or by the local laws and regulations.
- When it requires by specificity of a professional role or task.

Medical Fitness Examination and/or vaccination expenses will be reimbursed only if performed by an External Medical Facility previously approved by Saipem or specifically indicated by Saipem.

Vaccination

The Examining Physician shall monitor and promote vaccinations and/or re-vaccinations as imposed by the country of origin or as recommended by the World Health Organization (see WHO publication) according to the area of assignment, and/or as requested by the Company. However, considering the particularities of

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assignment of most operation fields, it is recommended to vaccinate the relevant Examinee for the Hepatitis A & B, Tetanus, Typhoid Fever, and Influenza; and to record the relevant vaccination's date in the "Medical Report" Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E) or vaccination booklet.

If a vaccination is contraindicated for medical reasons, the Examining Physician shall provide the Examinee with a written opinion that the Health Authorities of the country of assignment, as well as the Company's Medical Department should consider.

The Saipem vaccination scheme is enumerated on page 7 of this document. However, it has to be underlined that the list of required vaccinations may change in respect of the current epidemiological situation in the area of assignment, worldwide project requirement or other directives.

"Medical Fitness Certificate" Form (Doc. no. FORM_GR-GROUP-HR-HLT-040-E)

After having completed the "Medical Report" Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E) and the Examinee's medical fitness to work is finally decided, the Examining Physician shall sign and issue the "Medical Fitness Certificate" Form (Doc. no. FORM_GR-GROUP-HR-HLT-040-E).

In compliance with privacy requirements and GDPR – "General Data Protection Regulation" – any confidential medical information, including medical diagnosis or treatment of any type shall not be written on the Medical Fitness Certificate.

GENERAL INFORMATION

If a result of the "Laboratory Analysis" or any other test is not within the normal range and is connected with a suspected medical pathology which may influence medical fitness decision, the Examining Physician shall investigate only to confirm or exclude such pathology.

The original copies of the "Medical Fitness Certificate" Form (Doc. no. FORM_GR-GROUP-HR-HLT-040-E) and "Medical Report" Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E) filled in by the Examining Physician as well as all the "Diagnostic and Laboratory's results" shall be given to:

- the Health Department at Worksite (through the Examinee).
- a copy shall be given to the Examinee, either in soft or hard format
- a copy shall be kept by the Examining Physician or relevant External Medical Facility, either in soft or hard format for a minimum of 5 years.

Only copy of "Medical Fitness Certificate" Form (Doc. no. FORM_GR-GROUP-HR-HLT-040-E) shall be given to Agency/Employer.

For any query related to this medical, please contact Saipem Health Department on the same email address.

Additional Medical Fitness Examination Requirements for Seafarers

Apart from the Saipem medical fitness examination, Seafarers must simultaneously undertake the medical fitness examination as per the requirements of both, Standards of Training, Certification and Watchkeeping for Seafarers (STCW) Convention, 1978 and the Maritime Labour Convention, 2006. This examination must be done in a clinic or hospital that is duly approved and comply with STCW Guidelines on the Medical Examination of Seafarers. The Saipem "Medical Fitness Certificate" Form (Doc. no. FORM_GR-GROUP-HR-HLT-040-E) together with Saipem "Medical Fitness Certificate for Seafarers" Form (Doc. no. FORM_GR-GROUP-HR-HLT-038-E) must be issued and given to the employee, agency/employer, and Health Department at worksite.

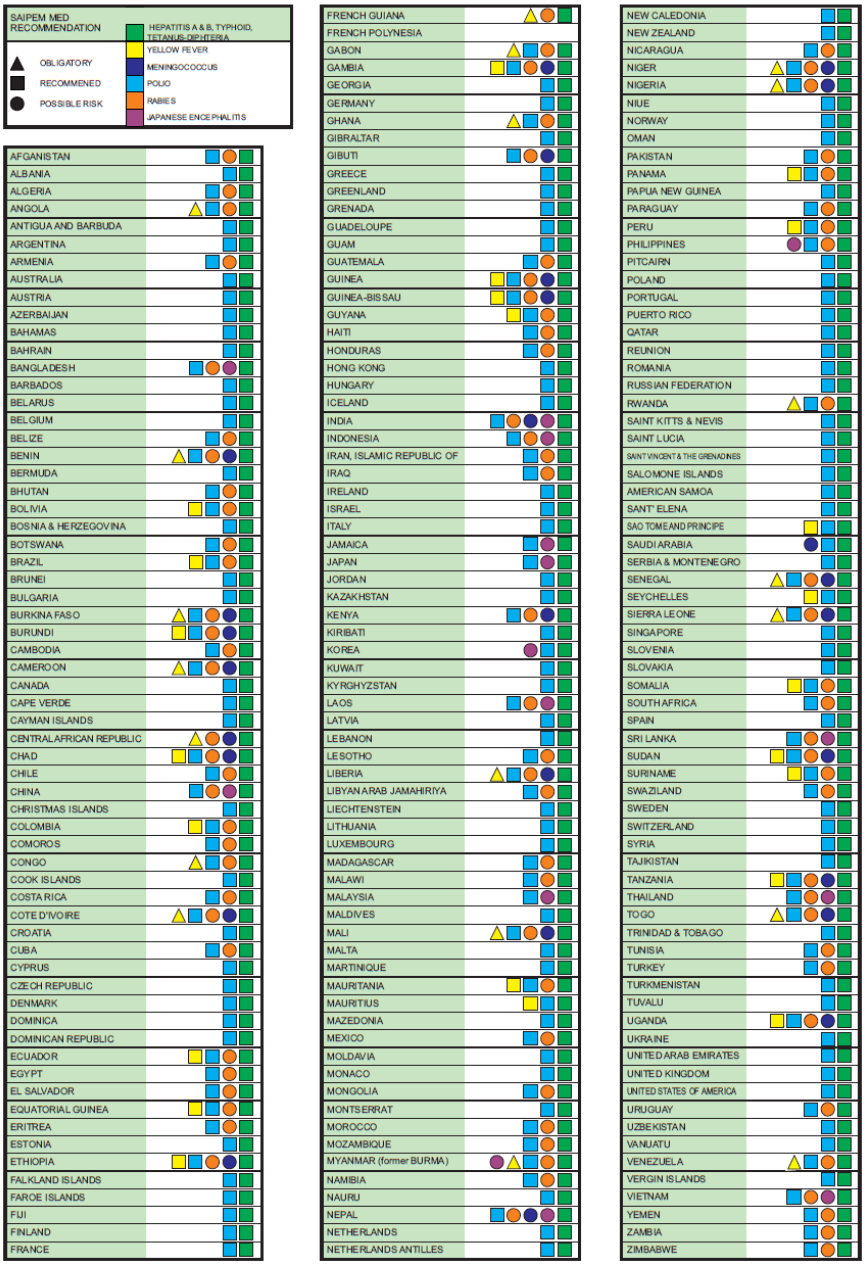
Having Examinee's written consent, scanned or soft copies of "Medical Fitness Certificate" Form (Doc. no. FORM_GR-GROUP-HR-HLT-040-E) "Medical Report" Form (Doc. no. FORM_GR-GROUP-HR-HLT-039-E) and Saipem "Medical Fitness Certificate for Seafarers" Form (Doc. no. FORM_GR-GROUP-HR-HLT-038-E), together with the results of the diagnostic and laboratory test results, as well as with the consent shall be sent in confidence and secured to Saipem Health Department to:

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VACCINATION SCHEME



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