

## ANTICIPATED ACQUISITION BY BAKER HUGHES NEDERLAND HOLDINGS B.V. OF OZ MIDCO AS (ALTUS INTERVENTION)

### Undertakings given by Baker Hughes and Altus to the Competition and Markets Authority pursuant to section 73 of the Enterprise Act 2002

DRAFT 16 February 2023

**-Non-confidential version -**

#### Whereas:

- (a) Baker Hughes Nederland Holdings B.V., a wholly-owned indirect subsidiary of Baker Hughes Company (together and including other entities of the Baker Hughes Group of Interconnected Bodies Corporate, **BH**), proposes to acquire Altus Intervention Group AS by way of acquisition of 100% of the shares of Oz MidCo AS, the parent company of Altus Intervention Group AS (together, **Altus**) (the **Transaction**) such that BH and Altus will cease to be distinct for the purposes of the Enterprise Act 2002 (the **Act**);
- (b) Under section 33(1) of the Act the Competition and Markets Authority (**CMA**) has a duty to refer a relevant merger situation for a Phase 2 investigation where it believes that it is or may be the case that the creation of that merger situation has resulted or may be expected to result in a substantial lessening of competition within any market or markets in the UK for goods or services;
- (c) Under section 73 of the Act the CMA may, instead of making such a reference and for the purpose of remedying, mitigating or preventing the substantial lessening of competition concerned or any adverse effect which has or may have resulted from it or may be expected to result from it, accept undertakings to take such action as it considers appropriate, from such of the parties concerned as it considers appropriate. In particular, the CMA shall have regard to the need to achieve as comprehensive a solution as is reasonable and practicable to the substantial lessening of competition and any adverse effects resulting from it;
- (d) As set out in the CMA's decision of 22 November 2022 (the **Decision**), the CMA believes that, in the absence of appropriate undertakings, it would be under a duty to refer the Transaction for a Phase 2 investigation;

- (e) The CMA considers that the undertakings given below by BH and Altus (together the **Parties** and each a **Party**) are appropriate to remedy, mitigate or prevent the substantial lessening of competition, or any adverse effect which has or may have resulted from the Transaction, or may be expected to result from it, as specified in the Decision;
- (f) Prior to the acceptance of these undertakings by the CMA, BH entered into a legally binding agreement of 8 February 2023 to divest the Divestment Business as a going concern to a Proposed Purchaser on terms approved by the CMA. This agreement was conditional only on formal CMA approval of the Proposed Purchaser and acceptance by the CMA of these undertakings. This agreement includes a warranty that the Proposed Purchaser has the financial resources, expertise (including the managerial, operational and technical capability), incentive and intention to maintain and operate the Divestment Business as part of a viable and active business in competition with the Parties and other competitors in the supply of CT and Pumping services in the UK North Sea.

NOW THEREFORE the Parties hereby give to the CMA the following undertakings for the purpose of remedying, mitigating or preventing the substantial lessening of competition, or any adverse effect which has or may have resulted from it or may be expected to result from it.

## **1 EFFECTIVE DATE OF THE UNDERTAKINGS**

- 1.1 These undertakings shall take effect from the date that, having been signed by the Parties, they are accepted by the CMA.

## **2 DIVESTMENT OF THE DIVESTMENT BUSINESS**

- 2.1 BH shall ensure that the completion of the divestment of the Divestment Business to the Proposed Purchaser contemplated by the agreement referred to in recital (f) of these undertakings takes place within a period not exceeding three months from the date these undertakings take effect.
- 2.2 The Parties shall use all reasonable endeavours to ensure the transfer of Key Staff, and the personnel listed in Appendix 4, with the divestment of the Divestment Business.
- 2.3 In the event that BH fails to complete the divestment of the Divestment Business in accordance with paragraphs 2.1 and 2.2 above, the CMA may, whether or not initiating the Trustee Functions as set out in paragraph 4

below, require BH to divest the Divestment Business as a going concern at no minimum price to a purchaser or purchasers approved by the CMA.

### **3 APPROVAL OF PURCHASER AND TERMS OF DIVESTMENT**

3.1 For the purposes of the CMA approving a Proposed Purchaser and the terms of the divestment of the Divestment Business in accordance with these undertakings, the Parties shall, save as required or permitted by the CMA, satisfy the CMA that:

- (a) the acquisition by the Proposed Purchaser of the Divestment Business, on the terms set out above, remedies, mitigates or prevents the substantial lessening of competition concerned or any adverse effect which has or may have resulted from it or may be expected to result from it, in particular having regard to the need to achieve as comprehensive a solution as is reasonable and practicable to the substantial lessening of competition and any adverse effects resulting from it;
- (b) the Proposed Purchaser is independent of and unconnected to the Parties and the Group of Interconnected Bodies Corporate to which the Parties belong and any Associated Person or Affiliate of the Parties or such Group of Interconnected Bodies Corporate;
- (c) the Proposed Purchaser has the financial resources, expertise (including the managerial, operational and technical capability), incentive and intention to maintain and operate the Divestment Business as a viable and active business in competition with the Parties and other competitors in the supply of CT & Pumping from the date of completion of the divestment of the Divestment Business;
- (d) the Proposed Purchaser is reasonably to be expected to obtain all necessary approvals, licences and consents from any regulatory or other authority, including (where applicable) landlord's consent to the transfer of any leasehold interest; and
- (e) the acquisition by the Proposed Purchaser of the Divestment Business does not create a realistic prospect of a substantial lessening of competition within any market or markets in the UK.

3.2 The CMA may require the Parties to provide it with such information and documentation as it may reasonably require to satisfy the CMA that the Proposed Purchaser will fulfil the requirements in paragraph 3.1 above.

#### **4 APPOINTMENT OF A TRUSTEE**

- 4.1 The provisions of paragraph 4.2 to 4.7 below shall apply only as long as BH has not satisfied, or where the CMA has reasonable grounds for believing that BH will not satisfy, all or any part of the obligation to divest the Divestment Business in accordance with paragraph 2 above.
- 4.2 Within 5 Working Days of the CMA notifying BH in writing that it must do so, BH shall propose to the CMA for approval:
- (a) the names of at least two individuals to exercise the Trustee Functions; and
  - (b) the full terms of a mandate in accordance with which the Trustee shall carry out the Trustee Functions.
- 4.3 BH and/or any individuals nominated pursuant to paragraph 4.2 shall satisfy the CMA that, save as required or permitted by the CMA:
- (a) such nominated individuals have the necessary qualifications to carry out their mandates, and are employees or partners of an investment bank, retail bank, commercial property agent, building society or law firm or accountancy firm with an established reputation either nationwide or in a substantial part of the UK or in an EU member state;
  - (b) such nominated individuals are each independent of the Parties and of the Group of Interconnected Bodies Corporate to which the Parties belong and of any Associated Person or Affiliate of the Parties or of such Group of Interconnected Bodies Corporate and of any Proposed Purchaser of the Divestment Business to be sold pursuant to these undertakings, and, in the reasonable opinion of BH, are appropriate to be appointed as Trustee; and
  - (c) such nominated individuals neither are, nor are likely to become, exposed, either directly or indirectly, to a conflict of interest that impairs or may be likely to impair their objectivity or independence in discharging the Trustee Functions.
- 4.4 Within 2 Working Days of the CMA approving, at its discretion, one or more of the persons nominated by BH and their proposed mandates pursuant to paragraph 4.2 above, and subject to any modifications the CMA deems necessary for the Trustee to carry out the Trustee Functions, BH shall use its best endeavours to appoint from the persons so approved one person to

carry out the Trustee Functions in accordance with the mandate approved by the CMA pursuant to paragraph 4.2 above.

4.5 In the event that:

- (a) BH fails to propose any person or persons in accordance with paragraph 4.2 above; or
- (b) none of the persons proposed by BH pursuant to paragraph 4.2 is approved by the CMA; or
- (c) BH is unable for any reason to appoint within the time limit stipulated in paragraph 4.4 above any such person following approval by the CMA,

BH shall use its best endeavours to appoint from persons nominated by the CMA one person to carry out the Trustee Functions on the terms of a mandate approved by the CMA. BH shall use its best endeavours to make such appointment within 5 Working Days of receiving the nominations from the CMA.

4.6 The appointment of the Trustee pursuant to paragraph 4.4 or paragraph 4.5 above shall be irrevocable unless:

- (a) a conflict of interest that impairs or may be likely to impair the objectivity or independence of the Trustee in discharging the Trustee Functions arises;
- (b) the Trustee ceases to perform the Trustee Functions; or
- (c) the CMA is otherwise satisfied that there is good cause for the appointment to be terminated in advance of the satisfactory fulfilment of the Trustee Functions.

4.7 In the event that the appointment of the Trustee is terminated in accordance with paragraph 4.6 above, BH shall, if requested to do so in writing by the CMA, use its best endeavours to appoint from persons nominated by the CMA one person to carry out the Trustee Functions in accordance with such mandate as is approved by the CMA. BH shall use its best endeavours to make such appointment within seven Working Days of receiving the nominations from the CMA. Where required by the CMA, the outgoing Trustee shall continue as Trustee until a new Trustee is in place and a full handover of all relevant information has taken place.

## **5 THE MANDATE**

- 5.1 The terms of the mandate proposed by BH pursuant to paragraph 4.2(b) above shall, as a minimum, contain all provisions necessary to enable the Trustee to carry out the Trustee Functions including, without limitation to the generality of this paragraph:
- (a) an exclusive, irrevocable mandate to sell the Divestment Business as required by paragraph 6.1 below to a purchaser as directed or approved in writing in advance by the CMA at no minimum price and on such reasonable terms and conditions as the Trustee considers appropriate to effect an expedient sale;
  - (b) a mandate to take any other steps necessary for, or incidental to, the Trustee's mandate under sub-paragraph (a) above;
  - (c) a comprehensive power of attorney to the Trustee (including the authority to grant sub-powers of attorney to the Trustee's officers, employees and agents) to enable it to take all steps necessary or appropriate to effect the sale of the Divestment Business;
  - (d) a mandate to comply with any orders and/or directions given by the CMA; and
  - (e) a mandate to appoint at BH's expense such advisers as the CMA and/or the Trustee reasonably considers necessary or appropriate in connection with the performance of the Trustee Functions.

## **6 FUNCTIONS OF TRUSTEE**

- 6.1 The Trustee shall seek to procure, within such period as may be specified in writing by the CMA, the completion of the sale of the Divestment Business at no minimum price, to a purchaser or purchasers approved by the CMA in accordance with paragraph 6.3 below.
- 6.2 Without prejudice to the generality of paragraph 6.1 above, the Trustee shall take the following measures in relation to the Divestment Business to the extent to which such measures may be necessary to effect the divestment of the Divestment Business in accordance with the provisions of these undertakings:
- (a) the transfer or vesting of property, assets, rights, personnel, liabilities or obligations (including without prejudice any contracts, licences, authorisations, permits or consents);

- (b) any other transfer of interests that will take effect with the sale;
  - (c) the adjustment of contracts, whether by discharge or reduction or assignment of any liability or obligation or otherwise;
  - (d) the creation, allotment, transfer, surrender or cancellation of any shares, stock or securities; and
  - (e) the formation or winding up of a company.
- 6.3 The Trustee shall not sell or permit the divestment of the Divestment Business to a Proposed Purchaser unless it has been directed to do so by the CMA or has obtained the CMA's prior written approval in respect of the identity of that Proposed Purchaser. The Trustee shall notify the CMA of the identity of a Proposed Purchaser as soon as reasonably practicable prior to the signing of a legally enforceable agreement and in any event at least 20 Working Days in advance of the proposed completion of the proposed sale and purchase agreement in question.
- 6.4 Pending the divestment of the Divestment Business pursuant to paragraph 6.1 above, the Trustee shall monitor the Parties' compliance with their obligations under paragraph 7.1 and paragraph 7.2 below and shall promptly take such measures as it considers necessary to ensure such compliance, as well as reporting in writing to the CMA, if the Trustee concludes on reasonable grounds that the Parties are failing or will fail to comply with such obligations.
- 6.5 The Trustee may give written directions to the Parties to take such steps as may be specified or described in the directions for the purpose of securing the Parties' compliance with their obligations under these undertakings or enabling the Trustee to carry out the Trustee Functions. The Trustee may not require the Parties to:
- (a) offer any reverse premium or similar inducement to a purchaser; or
  - (b) accept any actual or contingent liability towards a purchaser or otherwise in connection with the divestment of the Divestment Business which would be unusual in scope, duration or financially, having regard to the price and usual market practice in relation to similar disposals.
- 6.6 The Trustee shall, as soon as reasonably practicable, comply at all times with any reasonable instructions or written directions made by the CMA for the purposes of carrying out or securing compliance with the undertakings (or any matter incidental thereto) and shall provide to the CMA such

information and reports in relation to the carrying out of the Trustee Functions as the CMA may require. The Trustee shall promptly report in writing to the CMA if the Trustee concludes on reasonable grounds that the Parties are failing or will fail to comply with any of their obligations under these undertakings.

- 6.7 For the purpose of fulfilling the Trustee Functions, the Trustee shall not be bound by instructions of the Parties nor shall the Trustee Functions be extended or varied in any way by the Parties save with the prior express written consent of the CMA.

## **7 OBLIGATIONS OF THE PARTIES FOLLOWING APPOINTMENT OF TRUSTEE**

- 7.1 The Parties shall not give any instruction or request to the Trustee which conflicts with the Trustee Functions.
- 7.2 The Parties shall take all such steps as are reasonably necessary to enable the Trustee to carry out the Trustee Functions, including but not limited to:
- (a) complying with such written directions as the Trustee may from time to time give pursuant to paragraph 6.5 above; and
  - (b) providing the Trustee with all such assistance and information as it may reasonably require in carrying out the Trustee Functions.

## **8 REMUNERATION OF TRUSTEE**

- 8.1 BH shall pay the Trustee a reasonable remuneration for the services it provides in carrying out the Trustee Functions, and shall pay the Trustee in a way that does not impede the independent and effective fulfilment of the Trustee Functions, which shall be set out in the Trustee's mandate referred to in paragraph 5 above.

## **9 INTERIM ACTION**

- 9.1 Pending the completion of the divestment of the Divestment Business to the satisfaction of the CMA in accordance with the provisions of these undertakings, save as otherwise agreed in advance in writing by the CMA, the Parties shall minimise as far as possible any risk of loss of competitive potential of the Divestment Business and in particular ensure that:
- (a) the Divestment Business is carried on separately from the Parties' Businesses to the extent that it is prior to the Transaction (i.e., except



for common support functions provided by BH to the Divestment Business) and the Divestment Business's separate sales or brand identity is maintained;

- (b) the Divestment Business and the Parties' Businesses are maintained as a going concern and sufficient resources are made available for the development of the Divestment Business and the Parties' Businesses, on the basis of their respective pre-Transaction business plans;
- (c) except in the ordinary course of business, no substantive changes are made to the organisational structure of, or the management responsibilities within, the Divestment Business or the Parties' Businesses;
- (d) the nature, description, range and quality of the services supplied in the UK by each of the Divestment Business and the Parties' Businesses are maintained and preserved;
- (e) except in the ordinary course of business for the separate operation of the Divestment Business and the Parties' Businesses:
  - (i) all of the assets of the Divestment Business and the Parties' Businesses are maintained and preserved, including facilities and goodwill;
  - (ii) none of the assets of the Divestment Business or the Parties' Businesses are disposed of; and
  - (iii) no interest in the assets of the Divestment Business or the Parties' Businesses is created or disposed of;
- (f) there is no integration of the information technology of the Divestment Business or Parties' Businesses, and the software and hardware platforms of the Divestment Business shall remain essentially unchanged, except for routine changes and maintenance;
- (g) the customer and supplier lists of the Divestment Business and the Parties' Businesses shall be operated and updated separately and any negotiations with any existing or potential customers and suppliers in relation to the Divestment Business will be carried out by the Divestment Business alone and for the avoidance of doubt the Parties' Businesses will not negotiate on behalf of the Divestment Business (and vice versa) or enter into any joint agreements with the Divestment Business (and vice versa);

- (h) all existing contracts of the Divestment Business and the Parties' Businesses continue to be serviced by the business to which they were awarded;
- (i) no changes are made to Key Staff of the Divestment Business;
- (j) no Key Staff are transferred from the Divestment Business to the Parties' Businesses;
- (k) all reasonable steps are taken to encourage all Key Staff to remain with the Divestment Business; and
- (l) no Confidential Information relating to either of the Divestment Business or the Parties' Businesses shall pass, directly or indirectly, from the Divestment Business (or any of its employees, directors, agents or affiliates) to the Parties' Businesses (or any of its employees, directors, agents or affiliates), or vice versa, except where strictly necessary in the ordinary course of business (for example, where required for compliance with external regulatory and/or accounting obligations) or any steps necessary in order for the Parties to comply with these undertakings, including the transfer of information necessary for the divestment process, provided that, upon divestment of the Divestment Business, any records or copies (electronic or otherwise) of Confidential Information held by the Parties in relation to the Divestment Business (or vice versa) shall be returned to the relevant business and any copies destroyed (except as may be necessary for the purposes of compliance with the obligations above).

9.2 At all times, BH will actively keep the CMA informed of any material developments relating to the Divestment Business, which includes, but is not limited to:

- (a) details of Key Staff who leave the Divestment Business;
- (b) any interruption of the Divestment Business (including without limitation its procurement, production, logistics, sales and employee relations arrangements) that has prevented it from operating in the ordinary course of business for more than 24 hours;
- (c) all substantial customer volumes lost by the Divestment Business; and
- (d) substantial changes in the Parties' Business's or the Divestment Business's contractual arrangements or relationships with key suppliers.

## 10 CONTINUED SEPARATION

- 10.1 Except with the prior written consent of the CMA, for a period of 10 years following the divestment of the Divestment Business pursuant to these undertakings, the Parties, or any member of the Group of Interconnected bodies Corporate to which the Parties belong:
- (a) shall not, directly or indirectly, hold, acquire, re-acquire or use:
    - (iv) an Interest in the Divestment Business; or
    - (v) any Interest in any company carrying on or having Control of the Divestment Business (other than any investments made in the ordinary course of the operation of any of the employee benefit and pension schemes of the Parties or of any members of the Group of Interconnected Bodies Corporate to which the Parties belong of not more than three per cent in aggregate of the issued equity share capital in any such company, whose shares are listed or dealt with on any recognised investment exchange, which carries no more than three per cent of the voting rights exercisable at meetings of such company); or
    - (vi) other than in the normal course of business, any of the assets of the Divestment Business;
  - (b) shall procure that no employee or director of the Parties or any member of the Group of Interconnected Bodies Corporate to which the Parties belong for as long as they are an employee or director of the Parties or any member of the Group of Interconnected Bodies Corporate to which the Parties belong holds or is nominated to any directorship or managerial position in the Divestment Business or directorship or managerial position in any company or other undertaking carrying on or having control of the Divestment Business without the CMA's prior written consent;
  - (c) shall not participate in the formulation of, or (other than in the ordinary course of business) influence or attempt to influence, the policy of the Divestment Business or any company or other undertaking carrying on or having control of that Divestment Business; and
  - (d) shall not enter into or carry out any agreement or arrangement with any person, if the carrying out of the agreement or arrangement is intended to result or will result in any Associated Person or Affiliate of the Parties or of any member of the Group of Interconnected Bodies Corporate to

which the Parties belong directly or indirectly acquiring the Divestment Business or doing any of the things listed in sub-paragraphs 10.1(a), 10.1 (b) and 10.1 (c) above.

## **11 COMPLIANCE**

- 11.1 The Parties shall comply promptly with such written directions as the CMA may from time to time give:
- (a) to take such steps as may be specified or described in the directions for the purpose of carrying out or securing compliance with these undertakings; or
  - (b) to do or refrain from doing anything so specified or described which it might be required by these undertakings to do or to refrain from doing.
- 11.2 The Parties shall co-operate fully with the CMA when the CMA is:
- (a) monitoring compliance with the provisions of these undertakings; and
  - (b) investigating potential breaches of the provisions of these undertakings.
- 11.3 The Parties shall procure that any member of the same Group of Interconnected Bodies Corporate as the Parties comply with these undertakings as if it had given them and actions and omissions of the members of the same Group of Interconnected Bodies Corporate as the Parties shall be attributed to the Parties for the purposes of these undertakings.
- 11.4 Where any Affiliate of the Parties is not a member of the same Group of Interconnected Bodies Corporate as the Parties, the Parties shall use their best endeavours to procure that any such Affiliate shall comply with these undertakings as if they had given them.

## **12 PROVISION OF INFORMATION**

- 12.1 The Parties shall furnish promptly to the CMA such information as the CMA considers necessary in relation to or in connection with the implementation and/or enforcement of and/or the compliance with these undertakings, including for the avoidance of doubt, any Confidential Information.

## **13 EXTENSION OF TIME LIMITS**

- 13.1 The CMA may, in response to a written request from the Parties, or otherwise at its own discretion, grant an extension to any time period referred to in these undertakings.

## 14 SERVICE

- 14.1 BH hereby authorises Wilmer Cutler Pickering Hale and Dorr LLP (**WilmerHale**), whose address for service is 49 Park Lane, London, W1K 1PS, to accept service on its behalf of all documents connected with these undertakings (including any document of any kind which falls to be served on or sent to BH, or any of its Subsidiaries in connection with any proceedings in Courts in the UK, orders, requests, notifications or other communications connected with these undertakings).
- 14.2 Unless BH informs the CMA in writing that WilmerHale has ceased to have authority to accept and acknowledge service on its or any of its Subsidiaries' behalf, any document, order, request, notification or other communication shall be validly served on BH if it is served on WilmerHale; and service shall be deemed to have been acknowledged by BH if it is acknowledged by WilmerHale or such other nominee.
- 14.3 Paragraph 14.2 above has effect irrespective of whether, as between BH and WilmerHale or other nominees, WilmerHale or other nominees has or continues to have any authority to accept and acknowledge service on BH's or any of its respective Subsidiaries' behalf.
- 14.4 No failure or mistake by WilmerHale or other nominees (including a failure to notify BH of the service of any document, order, request, notification or other communication) shall invalidate any action taken in respect of these undertakings including any proceedings or judgment.
- 14.5 Altus hereby authorises Advokatfirmaet Schjødt AS (**Schjødt**), whose address for service is Becket House, 36 Old Jewry, London, EC2R 8DD, to accept service on its behalf of all documents connected with these undertakings (including any document of any kind which falls to be served on or sent to Altus, or any of its Subsidiaries in connection with any proceedings in Courts in the UK, orders, requests, notifications or other communications connected with these undertakings).
- 14.6 Unless Altus informs the CMA in writing that Schjødt has ceased to have authority to accept and acknowledge service on its or any of its Subsidiaries' behalf, any document, order, request, notification or other communication shall be validly served on Altus if it is served on Schjødt; and service shall be

deemed to have been acknowledged by Altus if it is acknowledged by Schjødt or such other nominee.

- 14.7 Paragraph 14.6 above has effect irrespective of whether, as between Altus and Schjødt or other nominees, Schjødt or other nominees has or continues to have any authority to accept and acknowledge service on Altus's or any of its respective Subsidiaries' behalf.
- 14.8 No failure or mistake by Schjødt or other nominees (including a failure to notify Altus of the service of any document, order, request, notification or other communication) shall invalidate any action taken in respect of these undertakings including any proceedings or judgment.
- 14.9 Any communication from BH and/or Altus to the CMA under these undertakings shall be addressed to Manager, Market and Mergers Remedies Monitoring, Competition and Markets Authority, The Cabot, 25 Cabot Square, London, E14 4QZ or such other person or address as the CMA may direct in writing.

## **15 EFFECT OF INVALIDITY**

- 15.1 Should any provision of these undertakings be contrary to law or invalid for any reason, the Parties undertake to continue to observe the remaining provisions.

## **16 GOVERNING LAW**

- 16.1 The Parties recognise and acknowledge that these undertakings shall be governed and construed in all respects in accordance with English law.
- 16.2 In the event that a dispute arises concerning these undertakings, the Parties undertake to submit to the courts of England and Wales.

## **17 TERMINATION**

- 17.1 The Parties recognise and acknowledge that these undertakings shall be in force until such time as they are varied, released or superseded under the Act.
- 17.2 The Parties recognise and acknowledge that the variation, release or supersession of these undertakings shall not affect the validity and enforceability of any rights or obligations that arose prior to such variation, release or supersession.

## 18 INTERPRETATION

- 18.1 The Interpretation Act 1978 shall apply to these undertakings as it does to Acts of Parliament.
- 18.2 References in these undertakings to any English law term for any legal status, interest, concept or thing shall in respect of any jurisdiction other than England and Wales be deemed to include what most nearly approximates in that jurisdiction to the English law term.
- 18.3 In these undertakings the word "including" shall mean including without limitation or prejudice to the generality of any description, definition, term or phrase preceding that word and the word "include" and its derivatives shall be construed accordingly.
- 18.4 For the purposes of these undertakings:

**“the Act”** means the Enterprise Act 2002;

**“Affiliate”** a person is an affiliate of another person if they or their respective enterprises would be regarded as being under common control for the purposes of section 26 of the Act;

**“Altus”** means Oz MidCo AS, including Altus Intervention Group AS;

**“Altus Intervention Group AS”** means the private limited liability company duly registered and validly existing under the laws of Norway with registration number 912 489 078 and having its registered office at Lagervegen 30, 4033 Stavanger, Norway;

**“Associated Person”** means a person or persons associated with the Parties within the meaning of section 127(4) of the Act and includes any Subsidiary of such a person or persons;

**“BH”** means Baker Hughes Company, a company duly registered and validly existing under the laws of Delaware, the US, with the registration number 81-4403168, having its registered office at 17021 Aldine Westfield Road, Houston, Texas, Baker Hughes Nederland Holdings B.V., a company duly registered and validly existing under the laws of The Netherlands with registration number 24164588, having its registered office at Boezemschop 8, 1724BJ, Oudkarspel, The Netherlands, and other entities in the Baker Hughes Group of Interconnected Bodies Corporate;

**“Business”** has the meaning given by section 129(1) and (3) of the Act;

**“CMA”** means the Competition and Markets Authority or any successor body;

**“Confidential Information”** means any business secrets, know-how, commercially sensitive information, intellectual property or any other information of a confidential or proprietary nature;

**“Control”** shall be construed in accordance with section 26 of the Act, and in the case of a body corporate, a person shall be deemed to Control it if he holds, or has an interest in, shares of that body corporate amounting to 10 per cent or more of its issued share capital or carrying an entitlement to vote at meetings of that body corporate of 10 per cent or more of the total number of votes which may be cast at such meetings;

**“CT”** means the supply of coiled tubing services to convey fluids, tools or gases into deviated or horizontal wells;

**“CT Business”** means BH’s CT business, as set out in Schedule 1;

**“Decision”** means the CMA’s decision under section 33(1) of the Act dated 22 November 2022 in connection with the Transaction;

**“Divestment Business”** means the CT Business and the Pumping Business;

**“enterprise”** has the meaning given in section 129(1) of the Act;

**“Group of Interconnected Bodies Corporate”** has the meaning given in section 129(2) of the Act; references to a Group of Interconnected Bodies Corporate shall be to the Group of Interconnected Bodies Corporate as constituted from time to time;

**“Interest”** includes shares, an interest in shares and any other interest carrying an entitlement to vote at shareholders’ meetings but does not include a contract to acquire shares in the future; and for this purpose "an interest in shares" includes an entitlement by a person other than the registered holder, to exercise any right conferred by the holding of these shares or an entitlement to Control the exercise of such right;

**“Key Staff”** means staff in positions of executive or managerial responsibility and/or whose performance affects the viability of the Divestment Business;

**“Oz MidCo AS”** means the private limited liability company duly registered and validly existing under the laws of Norway, with registration number 912



488 942, and having its registered office at Lagervegen 30, 4033 Stavanger, Norway;

**“Parties”** means Altus and BH;

**“Parties’ Businesses”** means the businesses of the Parties and their Group of Interconnected Bodies Corporate carried on as at the date of these undertakings (as set out in paragraph 1.1. above);

**“Proposed Purchaser”** means such purchaser of the Divestment Business as the Parties may propose;

**“Pumping”** means the supply of pumping services, either as a standalone service or ancillary to CT, to deliver gases or liquids into wells;

**“Pumping Business”** means BH’s Pumping business, as set out in Schedule 1;

**“Relevant Arrangements”** means the arrangements to be entered into between BH and the Proposed Purchaser, as listed in Schedule 1;

**“Subsidiary”** shall be construed in accordance with section 1159 of the Companies Act 2006 (as amended), unless otherwise stated;

**“the Transaction”** means the proposed acquisition by BH of Altus as described in recital 1.1 (a);

**“Trustee”** means the person appointed pursuant to paragraph 4.4, paragraph 4.5 or paragraph 4.7 to carry out the Trustee Functions;

**“Trustee Functions”** means the functions set out in paragraph 6;

**“UK”** means the United Kingdom of Great Britain and Northern Ireland;

**“UK North Sea”** means the UK part of the North Sea including onshore UK;

**“Working Day”** means any day of the week other than a Saturday or a Sunday or any day that is a public holiday in England and Wales;

unless the context requires otherwise, the singular shall include the plural and vice versa.

## FOR AND ON BEHALF OF BAKER HUGHES COMPANY

Signature

Name

Title

Date

**FOR AND ON BEHALF OF BAKER HUGHES NEDERLAND HOLDINGS B.V.**

Signature

Name        John Keffer

Title        Vice-President, Legal-Global M&A

Date

**FOR AND ON BEHALF OF ALTUS**

Signature

Name

Title

Date

**DATE ACCEPTED BY THE CMA:**

## **Schedule 1**

### **Divestment Business**

1. The Divestment Business shall include, and is not limited to, the following BH assets, operations, and employees in the UK:
  - a. Main tangible assets currently used by the Divestment Business, including but not limited to: (i) four CT units; (ii) related equipment to complete each CT “package”; (iii) support equipment and (iv) yard equipment, as set out in Appendix 1.
  - b. Customer and key supplier contracts as set out respectively in Appendices 2 and 3: Subject to customer consent, BH will undertake to use best efforts to (i) transfer all customer contracts for CT & Pumping services that do not also involve other services; (ii) novate the parts of its multi-service contracts related to provision of CT & Pumping services to the Divestment Business. BH shall seek to obtain such consent from customers without delay and BH shall give customers necessary information about the Purchaser to assist customers in making an informed decision. If such consent cannot be obtained, BH will subcontract the activity to the Proposed Purchaser, if consented by the customer, or will reimburse the Proposed Purchaser with the economic value of contracts that are not novated; (iii) transfer all contracts with suppliers, and all existing inventories, relevant to the Divestment Business.
  - c. All personnel working for the Divestment Business in accordance with applicable employment law including in accordance with TUPE transfer regulations (as outlined in Appendix 4) as well as relevant relationships with external contractor [X]. If any Key Staff working for the Divestment Business does not transfer, BH undertakes to use best efforts to transfer another individual with the same level of expertise and experience and who is capable of performing the same function.
  - d. The know-how relevant to the supply of CT and Pumping services will be conveyed with the transferring employees. BH will also exclusively license the purchaser to use, in the UK, the design for the BH [X] (as outlined in Appendix 1).
  - e. Commercial and technical documentation related to the CT Business and Pumping Business including, but not limited to, all documentation related to previous tender bids.

2. BH will facilitate a move of the Divestment Business to a new facility ultimately to be selected by the Proposed Purchaser.
3. BH will provide access to the relevant supplies, technologies and software currently provided intra-group (as outlined in Appendix 5) to enable the Divestment Business to be a viable and competitive business and to continue serving existing customers and new opportunities. In addition, BH will licence all proprietary BH software including, but not limited to, [X], that is required by the Divested Business to operate in the UK on fair and reasonable commercial terms.
4. The Parties will offer such other customary transition services as required by the purchaser under a transitional service agreement (“**TSA**”) for a period of 12 months or such other reasonable period as the Divestment Business and/or the CMA request. The TSA shall cover at least the following:
  - a. Such back-office (e.g. finance, HSE) IT and HR systems/data support as the Proposed Purchaser may need, including with respect to the transition of Divestment Business data to the Proposed Purchaser’s systems.
  - b. Access to internally sourced BH products and technologies. The TSA will enable access to the relevant BH software and technologies to ensure that all contracts can be executed post close of the transaction.
  - c. Assistance in the relocation of equipment and inventory from its current location to a location designated by the Proposed Purchaser (as discussed at para 2 above).
  - d. Training on equipment and applications included in the Divestment Business, to the extent required by the Proposed Purchaser.
  - e. Knowledge transfer with respect to shared functions
  - f. Transition of any customer contact points with parts of the BH organisation not included in the Divestment Business.
  - g. Transitional use of BH trademarks.
  - h. Any other transitional service the Proposed Purchaser may reasonably request given its specific requirements.

Additional detail is provided in Appendix 6.

If there are any assets, operations, employees and/or transition services that are not covered by paragraphs 1 to 4 of this Schedule and its Appendices but which is/are necessary for the continued viability and competitiveness of the Divestment Business, that asset, operation, employee and/or transition service or adequate substitute will be offered to the Proposed Purchaser.