

Corporate social responsibility policy

At Reach Subsea we promote delivering quality subsea services by operating with high moral and ethical standards. Our aim is to establish an organization with high ethical standards and values set into practice and defined via the Code of conduct, HR-manual and internal and external training as well as team building activities.

Business operations

We will live up to the established Corporate Governance policy, reduce risk and secure the Groups financial strength. We will provide a timely, accurate, consistent, complete, and fair disclosure of information to enable investors to make informed and orderly decisions. All business transactions will be recorded accurately and fairly in the company accounts. We are committed to respecting the privacy of any personal information that we possess. Our employees will abide by all applicable laws and regulations regarding the buying and selling of our shares and securities.

Employees

Our employees will avoid conflicts of interest between private activities and the conduct of Reach Subsea's business. Our employees recognize that all business communication they engage in reflects the image of Reach Subsea and will therefore always be professional. Our employees will secure and protect Reach Subsea Assets to preserve their value. Our employees will protect and ensure that Reach Subsea information is treated with confidentiality. Reach Subsea respects the employees' right to freedom of association, and the right to choose whether to join or not to join a trade union.

Society

We will aim to be an attractive and professional employer by following local legislation and stay updated on rules concerning offshore and onshore employees in an international environment. We will behave socially responsible by securing accountability, transparency, ethical behavior, respect for stakeholder interests, respect for the rule of law, respect for international norms of behavior and respect for human rights. The Company undertakes to create and maintain a working environment in which all persons are treated with respect, and to ensure equality of occupational opportunities without discrimination or harassment for reasons such as race, pregnancy, leave at birth or adoption, caregiving, ethnicity, religion, philosophy, sexual orientation, gender identity, gender expression, gender, age or functional reduction or combinations of such. We will contribute to anticorruption and fraud –prevention by having good routines for electing and follow-up on suppliers and agents. Our activities will comply with all applicable local and international laws and regulations.

Environment

We will implement measures to minimize adverse impacts on human health and the environment.

This includes minimizing pollution, promoting efficient and sustainable use of resources, including energy and water, and minimizing greenhouse gas emissions in production and transport. The local environment at the production site shall not be exploited or degraded. National and international environmental legislation and regulations shall be respected, and relevant discharge permits obtained.

A blue ink signature of Jostein Alendal.

Jostein Alendal

CEO

Haugesund, 11.04.2025