

Whistleblowing Policy

We at Reach Subsea are committed to the highest possible standards of transparency, honesty and accountability. With the aim to ease and facilitate for our employees, and stakeholders who deal with the Company, to come forward and voice all serious concerns about certain aspects of the Company's work.

The Whistleblowing procedure describes how we support you to safely express your concerns, know who to contact and know how to make a whistleblowing report.

Reach Subsea ensures that the support we give you is in a responsible manner and in accordance with the law, including the Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law (the "Whistleblowing Directive").

We have a responsibility to protect you, including not disclosing your identity to anyone beyond the authorized people that receive your Whistleblowing report (unless you explicitly consent or we are required to disclose you pursuant to law) and making sure you are not subject to retaliation.

Our goal is to always protect the personal data we process to the best of our ability. This means that we always undertake to safeguard the privacy of you and to comply with applicable personal data legislation, including but not limited to the General Data Protection Regulation (GDPR).

A handwritten signature in blue ink, appearing to read 'J. Alendal'.

Jostein Alendal

CEO

Haugesund, 31.10.2025