

Alcohol and Drug Policy

All personnel, including subcontracted workers and third parties who perform work or services for Reach Subsea shall be totally sober when entering service and remain unaffected by drugs and alcohol while they are at work.

The possession, distribution or taking of any drugs, unless medically prescribed, is strictly prohibited at Reach Subsea controlled worksites.

When a Reach Remote Operation Centre is active, any alcohol consumption at that location is strictly prohibited.

Employees, subcontracted workers or third parties who participate in Reach Subsea's activities and operations, and are taking medications, are responsible for consulting their doctor to determine whether the use of prescription and/or non-prescription drugs negatively impacts their ability to perform their work in a completely safe manner.

Reach Subsea may on its own vessels, chartered vessels and Remote Operation Centres carry out inspections to detect the presence of alcohol or drugs when justified by a documented risk assessment, in accordance with applicable laws and regulations and following prior consultation with employee representatives.

Drug and alcohol testing may be organised by Reach Subsea in situations to protect safety, operational integrity, or compliance with legal or contractual obligations. This includes random testing, where justified by documented health and safety considerations or legal requirements. Drug and alcohol testing may also be initiated in specific cases of suspicion of intoxication. Employees who refuse to take a drug and/ or alcohol test will be subject to disciplinary action.

All data related to drug and alcohol tests shall be stored securely and treated confidentially in accordance with applicable data protection regulations.

Jostein Alendal

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

CEO

Haugesund, 28.01.2026