Environmental, Social & Governance (ESG) Policy

BMS-IGS-COR-POL_002 · REVISION 01 · ISSUED 22 MARCH 2026

PURPOSE

The purpose of this Environmental, Social, and Governance ("ESG") Policy is to formalise Interocean Group's ("Interocean") commitment to operating in a socially responsible, environmentally sustainable, and ethically sound manner. Through this policy, Interocean aims to create long-term value for stakeholders and contribute positively to the communities in which it operates, by embedding ESG principles into all business activities globally.

Relationship to the Interocean Code of Conduct: This ESG Policy supports, and must be read in conjunction with, the Interocean Code of Conduct. The Code of Conduct is the overarching standard that sets out the behavioural and ethical expectations applicable to all Interocean Representatives and Business Partners. If there is any inconsistency between this ESG Policy and the Code of Conduct, you must seek guidance from the Legal Team and/or the HSEQ Department before proceeding and apply the most stringent standard, subject always to applicable law.

MESSAGE FROM THE CHIEF EXECUTIVE

Understand and apply the Environmental, Social & Governance (ESG) Policy. At Interocean, ESG is not a separate initiative or a box-ticking exercise. It is part of how we do business and how we demonstrate our values in practice. Our ESG Policy sets clear expectations for how we manage environmental impacts, support and respect people, and maintain strong governance in every decision we make—at work, when representing Interocean externally, and in the communities where we operate.

Strong ESG performance requires more than awareness of requirements. It requires consistent judgement, accountability, and the willingness to act responsibly, even when it is challenging. Each of us will face different ESG risks and responsibilities depending on our role, location, and project activities. It is important that you understand what the ESG Policy means for you, recognise potential ESG impacts early, and seek guidance when you are uncertain. If you have questions or face a situation that could affect our environmental performance, the wellbeing of people, or our governance standards, please speak with your manager, the HSEQ Department, the Legal Team, or other appropriate internal support.

Follow the Environmental, Social & Governance Policy without compromise. Our reputation and long-term success depend on doing the right thing—safely, ethically, and sustainably. We are all responsible for upholding high standards in how we work, including respecting cultural differences, protecting human rights, and promoting a workplace where dignity, diversity, and inclusion are valued. These expectations extend to how we select and manage business relationships and how we operate across all regions and environments.

Our ESG commitments also support the resilience of our business and the value we create for clients, partners, and stakeholders. By integrating ESG into planning

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APPROVED BY	Fraser Moore, Chief Executive Officer
APPLIES TO	Global – all units

This statement is drawn from the controlled document of the same reference in Interocean's Business Management System, which remains the official version. Interocean Group — Move. Manage. Maintain.

and delivery, we reduce risk, improve performance, and contribute positively to sustainable development. ESG is therefore not only a corporate objective—it is a practical operating principle that helps us make better decisions and build trust over the long term.

Speak up without fear. A strong ESG culture depends on openness and accountability. You must feel able to raise concerns, report potential breaches, and challenge actions that may not align with our ESG commitments. Interocean is committed to maintaining an environment where people can speak up without fear of retaliation. If you witness or suspect behaviour that could violate our ESG Policy or our values, you are encouraged to report it promptly—through your manager, senior management, or via the whistleblowing/speak-up channels.

Fraser Moore
CHIEF EXECUTIVE OFFICER