

Corporate Responsibility Policy Statement

First Subsea Limited have established strong ethical and moral standards in the values of sustainable development and social responsibility. We are especially driven by our decisions on the collective consequences of our activities in the pursuit of healthy business growth.

We strive to achieve business success through our commitment to respect people, property, communities and the surrounding environments, we recognise and perform our obligations we have towards ethical trading and encourage these principles within our supply chain.

- **Business Integrity;** The highest standards of integrity are to be expected in all business interactions. Participants shall prohibit any and all forms of corruption, extortion and embezzlement.
- **No Improper Advantage;** Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.
- **Disclosure of Information;** Information regarding business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices.
- **Intellectual Property;** Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights.
- **Fair Business, Advertising and Competition;** Standards of fair business, advertising and competition are to be upheld. Appropriate means to safeguard customer information must be available.
- **Modern Slavery;** The Company is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains

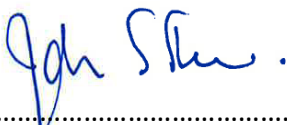
We believe our reputation together with the trust, honesty and confidence of those whom we have dealt with to be one of our most valuable assets.

First Subsea Limited share and adopt strong relationships and good communication with our staff and the community in which we perform our business, to ensure our social responsibility principles are adhered to at all stages of our day to day activities.

We will seek to develop and enhance relationships by learning to understand the needs of others, partners and communities sharing our knowledge, enhancing the environment and supporting which help to achieve safe and healthy environments.

Our Corporate Responsibility forms part of our increasing knowledge and duty to all for sustainable development and recognise the importance of approaching our duties for Corporate Social Responsibilities in a planned and professional manner.

First Subsea Limited ultimate aim is to maintain and develop, where necessary, the inherent principles of our corporate responsibilities within our business culture.

A handwritten signature in blue ink, appearing to read 'John Shaw'.

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Managing Director

John Shaw

21st May 2025 Rev D

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