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Title: Sustainability Policy Statement

Revision A-04

SUSTAINABILITY POLICY STATEMENT

A focus on sustainable business practices is essential for the success of a 21st century business.

Hughes Subsea Services Limited (Hughes Subsea) has made sustainability a core focus area in the development of operational practices.

Sustainability refers to the cyclical nature of a process, and the Company's responsibility to ensure that the process can continue to operate with a minimum of energy and resource devoted to its continuation. Sustainability practices include recycling and re-use of materials, retention and development of staff, and minimization and re-use of resources where practicable.

In applying such measures, Hughes Subsea strives to make business practices more sustainable and more efficient, in all aspects, to ultimately meet the needs of the present without compromising the ability of future generations to meet their own needs.

To this end, Hughes Subsea shall:

- Encourage the adoption of good sustainable practices in all activities;
- Encourage the use of environmentally friendly resources, materials and tooling (e.g. biodegradable oils) wherever practicable;
- Encourage the use of environmentally friendly sources of energy, including renewable resources wherever possible;
- Engage openly and transparently with all key stakeholders to ensure a continued commitment to sustainability;
- Implement measures to protect the environment, reduce pollution, encourage re-use of materials and actively pursue positive recycling practices;
- Implement selective processes to ensure minimization of waste production, including identification of recyclable materials, and careful selection of re-usable resources wherever possible;
- Invest in staff, developing a high standard of training and loyalty to reduce turnover and increase the continuity and sustainability of the business;
- Monitor our supply chain to ensure good sustainability approaches are implemented as far as practicable.

Signed

Managing Director

Mike Bailey

Date: 04/03/2024