



AQUEOS CORPORATION HSEQ POLICY

Aqueos Corporation is a premier subsea and transitional energy service provider, delivering Marine Construction, Commercial Diving, Remotely Operated Vehicle (ROV) and Vessel Contracting services to the oil and gas, civil and military markets, and the offshore renewable energy sector. The scope of Aqueos' HSEQ Management System includes the Management and all Operations in support of these services. All activities are conducted in strict compliance with applicable legislation as mandated by the specific region.

Aqueos Corporation is committed to developing, implementing, maintaining, and continually improving our processes to meet quality, health and safety, environmental, and regulatory requirements, as well as to meet the expectations of our interested parties. Interested parties include, as applicable, employees, contractors, customers, government agencies, shareholders, and the public.

Our ultimate goal is to achieve business excellence by:

- Delivering on-time world-class quality services.
- Providing a zero incident free workplace and preserving the occupational health of our employees.
- Developing and implementing processes to identify, assess, monitor, review, eliminate, and control HSEQ hazards and risks related to our business activities.
- Demonstrating visible leadership, consultation, and open communication at all levels of the organization to encourage participation of workers and workers' representatives when applicable.
- Preventing pollution due to our business activities.

We will achieve our goal by embracing a Management System based on ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.

This policy will be communicated to all our employees, contractors, or any other persons who work on behalf of Aqueos Corporation and will be published on our website for communication to the public. Additionally, this policy will be reviewed periodically to ensure it remains relevant and appropriate to Aqueos Corporation and will serve as the basis to define our objectives and goals.

It is the responsibility of every employee to implement this policy and bring to management's notice any intentional or unintentional violation of this policy.

Best Regards,

AQUEOS CORPORATION

Theodore K. Roche
CEO

Eric Legendre
President

January 1, 2024

COR-PO-004-24