

QUALITY HEALTH SAFETY SECURITY ENVIRONMENTAL POLICY

Northern Offshore considers quality, health, safety, security, and environmental protection, and climate responsibility to be a Core Value and of equal importance to financial success. Maintaining "Quality Health Safety Security Environmental" (QHSSE) standards to the highest level is considered to be a basic element of our business.

"Quality" is the foundation of our business. We are committed to providing our customers with services that meet or exceed their expectations, through a process of goal-setting, measurement, analysis, feedback, and continuous improvement. Our quality management takes into account the context of our organization and supports its strategic direction, strengthening the link between quality management and business strategy.

The Company's goal is zero accidents or incidents, and our commitment to QHSSE is demonstrated through the adoption of the following QHSSE objectives.

- Maintain a Company culture wherein all employees understand they are empowered to "STOP THE JOB" if it is thought that safety or environmental protection (including climate related risks) is being compromised – this act of intervention is a Company expectation.
- Improve QHSSE performance through development, implementation, continuous improvement, and periodic review of our Integrated Management System. Our Integrated Management System will adhere to, as a minimum, recognized industry practices and standards, national and international regulatory requirements, applicable environmental and maritime laws, and standards, and will incorporate appropriate controls, including hazard awareness, risk management, environmental and climate risks assessment, management of change, audits, reviews, and feedback processes.
- Implement and maintain a positive safety culture within the organization through strong, visible, and effective management leadership, including leadership in environmental protection, pollution prevention and climate change considerations.
- Provide a just culture environment to promote fairness, accountability and learning when dealing with human error, incidents, and accidents.
- Provide and maintain an organization with a clearly defined structure and hierarchy of duties, responsibilities, authority, and lines of communication.
- Ensure open channels of communication, and that the consultation and participation of workers are valued.
- Ensure employees are adequately trained and competent to fulfill the roles to which they are assigned.
- Develop and implement safe working practices, including hazard identification and effective response processes (including emergency response and incident investigation), to ensure that risks are assessed, eliminated, mitigated, or adequately controlled, so as to provide for the protection of people (Northern Offshore and customer), the environment, the climate, assets (Northern Offshore and customer) and our reputation.
- Protecting the environment is of the utmost importance to Northern Offshore. Our goal is to identify, assess and manage environmental and climate related risks and opportunities and to act on these risks to prevent or minimise any environmental impact in the areas where we operate.
- Northern Offshore is committed to the protection of the environment, the prevention of pollution, the efficient use of resources, and the reduction of environmental and climate-related impacts, including where practicable the reduction of emissions, waste, and energy consumption.
- Promote and implement strong sustainability practices wherever possible and ensure only registered waste disposal companies are used for all manner of waste and to adopt energy saving practices at all sites.
- Maintain programs and environmental training that meet or exceed standards in the areas and jurisdictions where we work. Audits are a fundamental part of our approach to environmental awareness, and we ensure that a robust audit program identifies any area for improvement.
- Comply with all relevant statutory and regulatory requirements, and applicable national and international environmental legislation, maritime requirements, and climate related obligations, as appropriate.

This Policy is applicable to Northern Offshore, subsidiaries and service partners.

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05-FEB-2026

