



HEALTH AND SAFETY POLICY

Frigstad Offshore is committed to developing and maintaining an Incident Free workplace for all personnel involved with our operations.

Incident Free is a core value within our organization and of equal importance to environmental protection, delivering high quality services and customer satisfaction.

Frigstad Offshore affirms this commitment by:

- Establishing and maintaining a proactive safety culture within our entire organization.
- Applying appropriate levels of risk assessment and to all our mitigation activities.
- Identifying and communicating the immediate and root cause of all incidents to prevent reoccurrence.
- Implement and conduct internal and external audits to identify areas for continuous improvement.
- Set targets, monitoring and manage the health and safety objectives.
- Complying with all legal and regulatory requirements relating to health and safety.
- Improve the Health and Safety systems by actively seeking involvement and suggestions from all employees, seeking ways to further aims of this policy.
- Ensuring our people are adequately trained and competent to fulfil the roles to which they are assigned.

Frigstad Offshore management will be actively involved, and commit sufficient financial and other resources necessary to maintain an Incident Free workplace and support the belief that safety happens by choice, not by chance.

A handwritten signature in black ink, appearing to read "Eirik Landaas-Nilsen".

Eirik Landaas-Nilsen

Chief Executive Officer

15th April 2026

