MEG OFFSHORE Ltd
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Corporate Social Responsibility

DOCUMENT REF	VERSION	ISSUE DATE	OWNER
POL-CSR	1.0	01.10.2026	MEG Offshore Ltd

PURPOSE OF OUR CORPORATE SOCIAL RESPONSIBILITY POLICY (CSR)

MEG Offshore Ltd, as a global player, has an effect on society. In particular, we have a responsibility to our clients, our employees and contractors as well as the broader community in which we operate. Our social responsibility applies to our business and to all our representatives (board members, managers, employees, hired staff, consultants and other acting on MEG Offshore Ltd.'s behalf).

We are committed to taking responsibility for our actions and encourage a positive contribution towards improving standards for our clients and employees, minimising our impact on the environment and improving the quality of the local community. By putting CSR into practice, we are committed, wherever possible, to:

- Conducting ourselves responsibly and in an ethical manner
- We shall act respectfully.
- Creating a positive and supportive working environment.
- Supporting local communities.
- Improving service levels to clients.
- Minimising the impact on our environment.
- Acting fairly in our dealings with suppliers and other third parties

1.1 Communication

We communicate this policy to our staff, clients and other stakeholders by means of our website, publicity materials, and internally through Sharepoint.

We provide our staff with training on our CSR strategy and this policy and seek to raise awareness of any negative impacts of our business and methods to reduce them.

1.2 Our CSR principles

Our conduct

We aim to adopt the highest professional standards and not to act in such a way as to compromise our firm's integrity.

We actively promote respect between our staff members in their dealings with each other and with clients and other third parties. Within our code of conduct, MEG Offshore Ltd is committed to the practice in our:

- Ethical Policy
- Anti–Corruption Policy
- Whistleblowing Policy

Our working environment

We recognise that our staff are our most important resource. We actively seek to offer our staff a positive and healthy working environment and ensure that they have rewarding careers and job satisfaction.

We seek to ensure that all staff have access to the training they need both for their own development and to enable them to deliver a high quality service.

We consider all staff members to be equal and we aim to create a working environment which is free of unlawful discrimination.

Our community

We may initiate and support community investment and educational programs. We can provide support to non-profit organisations or movements to promote cultural and economic development of global and local communities.

We will encourage our employees to volunteer. They can volunteer through programs organised internally or externally. Our company may sponsor volunteering events from other organisations.

Our clients

We are committed to delivering a high level of service to all our clients. We understand that our business exists in a very competitive market and in order to retain our clients we need to deliver a professional and courteous service.

Suppliers

We are committed to eliminating unlawful discrimination and to promoting equality and diversity in our professional dealings with suppliers and other third parties.

Environment

We are committed to behaving responsibly and to minimising our impact on the environment. We aim to minimise our impact on the environment by:

- Minimising waste and adopting sensible recycling policies.
- Providing safe and comfortable working conditions.
- Minimise energy consumption from all activities.

REPORTING COMPLIANCE CONCERNS

Our Corporate Social Responsibility Policy and Code of Ethics sets the tone for how we conduct business globally. Our commitment to always comply with laws and our internal regulations is strong. We have zero tolerance for corruption, and we constantly work with building and maintaining trust and credibility with our customers, partners, employees, suppliers, shareholders and other stakeholders.

Employees

Employees are encouraged to report any conduct that they believe, in good faith, to be a violation of laws or our policies to their manager or in accordance with locally established procedure. If the manager is involved in the situation, or cannot or has not adequately addressed the concerns, employees are advised to report to a

manager of higher rank or direct to our Managing Director. Employees can also report concerns anonymously to our office drop-box or use our Compliance email compliance@megoffshore.com which will be handled by our Operations Director.

Suppliers, customers and others

Other persons than employees, such as suppliers, customers and other partners involved with MEG Offshore Ltd, may report suspected violations of laws or our polices to the Operations Director or our Managing Director. They can also use our email compliance@megoffshore.com which will be handled by our Operations Director.

OWNERSHIP, RESPONSIBILITY AND MAINTANANCE

The Board of Directors in MEG Offshore Ltd have overall responsibility for our CSR strategy and for implementing and maintenance of this program.

All members of staff have a role to play in complying with our CSR objectives and are encouraged to make further suggestions in relation to initiatives we could undertake. If anyone has a suggestion, they should contact their line manager or HR staff.

We are committed to ensuring our policy remains effective. As part of our ongoing commitment, this policy is reviewed at least annually to verify its effective operation. Records of the reviews are maintained and any necessary amendments are made to the policy, as appropriate.