

2.12 SUSTAINABILITY POLICY

1. PURPOSE

This Sustainability Policy operationalises Olympic's vision of being a pioneer at sea by embedding sustainability, responsibility and innovation into how we enable the future of offshore infrastructure. The policy serves as a strategic delivery mechanism for the company's overall goals and supports long-term value creation, resilience and competitiveness.

At Olympic, we recognise the importance of sustainability in securing a prosperous future for our planet and society. This policy outlines our commitment to climate change mitigation and adaptation, a just energy transition, ecoefficient vessel operations, the empowerment and safeguarding of our workforce, shared value creation for a broad range of stakeholders, support for local communities, and the highest standards of business ethics. These commitments are anchored in the Sustainable Development Goals (SDGs) and integrated into our business strategy, reflecting our understanding that Olympic's longterm success is intrinsically linked to the wellbeing of the planet, people and communities we depend on.

2. SCOPE

This Policy applies to all persons engaged in any Olympic activity or present on Olympic premises or vessels.

3. STATEMENTS, PRINCIPLES & COMMITMENTS

Olympic has defined four sustainability focus areas that are closely aligned with the company's strategy, values and long term objectives. These focus areas guide how sustainability is integrated into decision-making, operations and value creation across the Olympic Group.

Shared value creation and business ethics (Relevant SDGs: 8, 11, 16 and 17)

Strategic alignment: Professional corporate governance, ethical business conduct and transparency; Be a resilient and profitable shipowner.

- Conduct our business responsibly, ethically and transparently, in line with the ten principles of the UN Global Compact and internationally recognised standards for responsible business conduct.
- Create long term economic value while contributing positively to society, ensuring that our services within blue energy support societal needs and sustainable development.
- Build trust-based relationships with customers, partners, local communities and other stakeholders through responsible engagement.
- Promote responsible practices throughout our value chain and work towards a sustainable and resilient supply chain.

The safety and wellbeing of our people (Relevant SDGs: 3, 4, 5 and 8)

Strategic alignment: Zero injuries; Be an attractive employer.

- Provide a safe, healthy, inclusive and supportive working environment that protects physical and mental wellbeing and prioritises safety at all times.
- Foster a workplace culture based on respect, diversity and equal opportunities, where everyone feels valued and empowered to contribute.
- Support continuous learning and competence development, enabling our employees to develop the skills and knowledge required for the future of the maritime industry.

Climate change and a just energy transition (Relevant SDGs: 7, 9 and 13)

Strategic alignment: Achieve a net zero fleet by 2050; Be a driving force for technological and digital innovation in our industry.

- Actively contribute to climate change mitigation and adaptation, in line with the objectives of Sustainable Development Goal 13.
- Reduce greenhouse gas emissions across our operations and services, while strengthening resilience to climate-related risks and impacts.
- Support a just and responsible energy transition by providing services that contribute to energy security, technological development and sustainable ocean-based industries.

Eco-efficient operations (Relevant SDGs: 3, 12 and 14)

Strategic alignment: Be the preferred partner in complex maritime operations; Be a resilient and profitable shipowner.

- Continuously improve the environmental performance of our fleet and operations, with a focus on resource efficiency, emissions reduction and pollution prevention.
- Operate with respect for planetary boundaries and the marine environment, recognising our responsibility as a shipowner.
- Deliver eco-efficient services by generating greater value with reduced environmental impact and lower resource intensity over time.
- Promote the use of energy-efficient solutions and the transition towards renewable and low-emission energy sources where feasible.

For updated targets for each focus area, see our latest sustainability report or our webpage.

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Stig Remøy
CEO