



## Ethics Policy

Ren Ocean's values are the basis for how we behave towards customers, suppliers, society, and our own organization. We expect all employees to follow our Ethics Policy to protect and increase the company's reputation.

- RenOcean will provide accurate and consistent disclosure of information to our customers.
- Our employees shall always act respectfully towards our customers and suppliers, behave in a way they can be proud of and abide by all applicable rules and regulations.
- We are devoted to protecting and respect the privacy of our customers and our employees.
- Our employees are committed to being always professional and respectful, avoiding conflicts that can negatively affect the image of RenOcean and our customers.
- Our employees are dedicated to protecting the RenOcean and our customers information, making sure that all data is treated with confidentiality.
- As an employer, RenOcean is committed to providing a safe, healthy, and productive working environment for all who directly or indirectly do work for us.
- We will respect the culture of different locations that we are operating.
- We will not accept suborn for any reason.
- We will not make payments to political parties and organizations.
- The company aims to ensure that the confidentiality of all employees experiencing alcohol or drug problems is maintained by appropriate people, for example, human resources, occupational health, and line manager. Information regarding individual cases will not be divulged to third parties unless the safety of the person concerned, or others would be compromised by not doing so.

A blue ink signature of Tore Grelland is written over a large, diagonal, semi-transparent RenOcean logo. Below the signature, the text "Tore Grelland 18.04.2023" and "Chief Executive Officer" is printed.

Tore Grelland 18.04.2023  
Chief Executive Officer