

Sustainable Development Policy

1. PURPOSE

Sustainable Development is defined as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs". In the Company this is delivered through our leadership in environmental, health & safety, employment, business partnerships and community matter in the industries and locations in which we operate.

Long-term value creation for our shareholders depends on the Sustainable Development of our businesses and the communities in which we operate; We wish to excel as corporate citizens.

This Policy is required to help deliver:

- Our Values of:
 - "Constant care" - Take care of today, actively prepare for tomorrow
 - "Humbleness" - Listen, learn, share, create value for others
 - "Uprightness" - Our word is our bond
 - "Our Employees" - The right environment for our people
 - "Our name" - Everything we stand for

2. APPLICATION

This Policy applies to all employees and contractors employed or working on board vessel(s), in any capacity, and at other workplaces ashore. We will encourage other companies in which we have an interest, either as a shareholder or through our supply chain, to implement similar policies.

3. POLICY STATEMENT

In our operations and the areas where we work, we will:

- Comply with or surpass all applicable legal standards.
- Adhere to the principles of Social Responsibility outlined in ISO 26000, as relevant and feasible.
- Enhance our corporate governance to better reflect the interests of our stakeholders.
- Provide an annual report on our performance in line with good company practice.
- Prioritise the health and safety of all employees and stakeholders, aiming for zero harm (ref. Health & Safety Policy).
- Embrace a diverse and inclusive strategy to attract and retain top talent (ref. People Policy).
- Uphold the human rights of all employees and stakeholders, engaging with communities we affect, empowering them, and enhancing their capabilities while respecting their rights, culture, and heritage.
- Commit to long-term objectives focused on significant decarbonisation and improved energy efficiency.

- Transform waste into resources for the future, contributing to a circular economy where materials are reused rather than discarded.
- Safeguard and, where possible, improve the biodiversity of the ecosystems impacted by our activities.
- Strengthen our supply chain through ethical and responsible sourcing of materials and services (ref. Procurement Policy)
- Provide services that help our stakeholders lead more sustainable lives,

Michael Reimer Mortensen

Chief Executive Officer



Maersk Offshore Wind