



Continental Shelf Associates, Inc.

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CONTINENTAL SHELF ASSOCIATES, INC. HEALTH, SAFETY, SECURITY, & ENVIRONMENTAL (HSSE) POLICY

Continental Shelf Associates, Inc. (CSA) is committed to minimizing the health and safety risks to our employees, contractors, and citizens of the communities in which we do business, as well as safeguarding the environment. The protection of health, safety, and environment is one of our highest priorities, and we strive to continuously improve our performance in each of these areas.

The management of CSA established and fully supports the HSSE management system to protect human health and security; to prevent all incidents, injuries, and occupational illnesses; and to prevent harm to the environment. CSA views the CSA HSSE Management System as an integral component of its business model and critical to its ability to deliver quality and professional services and products to its clients.

CSA actively manages its business activities and operations to achieve and exceed the highest international HSSE standards of performance. CSA's operations are conducted in strict compliance with applicable laws, government regulations, client contractual agreements, and other requirements related to HSSE. CSA actively monitors and assesses its achievements and strives to improve all HSSE aspects of its activities. CSA's company-wide commitment to its client's HSSE policies not only contributes to CSA's ongoing success but also makes good global business sense. CSA pledges to safeguard CSA personnel, CSA contractors, and the environment in all worldwide locations in which CSA operates.

CSA's HSSE Management System has four main components:

- Planning: Policies, standards, roles/responsibilities, objectives;
- Implementation: Training, safe practices, human performance and behavior-based safety, documentation;
- Review: Key performance indicators, performance incentives, audits; and
- Improvement: Revising goals and procedures, employee and stakeholder feedback, management review.

CSA provides specialized HSSE training for its functional divisions, based on varying workplace hazards and risks. Additionally, CSA prepares project-specific HSSE plans that address the unique hazards and risks for particular projects and work environments. CSA's project-specific HSSE plans bridge gaps between client, third-party, and CSA HSSE management systems.

CSA emphasizes the importance of HSSE in every activity and provides the resources, knowledge, and training necessary to meet both internal and external HSSE requirements. All CSA personnel and subcontractors are continually reminded of their responsibilities and accountability for HSSE compliance and must actively support and implement CSA's HSSE policies. CSA staff, clients, and contractors are encouraged to provide feedback and recommendations for improving HSSE processes. All CSA personnel and project stakeholders are provided universal stop work authority to ensure that operations can and will be halted if the safety of personnel cannot be ensured.

Approved by:

Kevin Peterson
CEO Continental Shelf Associates Inc.

Date: 05 January 2026

Robert Mulcahy
COO CSA Ocean Sciences Inc.

Date: 05 January 2026