

QUALITY, HEALTH, SAFETY & ENVIRONMENT POLICY

ZEAQUEST Company Limited is dedicated to achieving operational excellence. We recognize that high standards in Quality, Health, Safety, and Environmental management are integral to our business sustainability and success.

Context

- **Vision:** To be an end-to-end subsea inspection, repair, and maintenance service provider, providing a one-stop service leveraged by AI and robotics systems.
- **Mission:** To provide subsea inspection, repair, and maintenance services with supreme responsibility, utilizing inventive technologies, modern equipment, and a highly skilled team to build customer confidence.

Policy Statement

ZEAQUEST is committed to meeting customer expectations while maintaining the highest standards of health, safety, and environmental stewardship. To achieve our strategic goals, we are committed to the following principles:

1. **Customer Focus & Quality Excellence:** We are committed to satisfying applicable requirements and enhancing customer satisfaction by understanding their needs and delivering consistent, high-quality subsea services. We adopt a process approach to ensure consistency, efficiency, and reliability in our operations.
2. **Health, Safety, and Wellbeing:** We are committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health appropriate to the specific nature of our subsea and technical operations. We are strictly committed to:
 - Eliminating hazards and reducing Occupational OH&S risks through proactive measures.
 - Ensuring the consultation and participation of workers and their representatives.
3. **Environmental Responsibility:** We are committed to the protection of the environment, including the prevention of pollution and other specific commitments relevant to our context. We aim to minimize our environmental footprint by promoting sustainable practices, conserving resources, and responsibly managing waste both onshore and offshore operations.
4. **Compliance and Risk Management:** We are committed to fulfilling all legal requirements and other requirements to which the organization subscribes related to our quality, environmental, and OH&S aspects.
5. **Continual Improvement:** We are committed to the continual improvement of the Integrated Management System (IMS) to enhance quality, environmental, and health and safety performance. We achieve this by establishing measurable QHSE objectives and regularly evaluating our performance.

This policy is communicated to all employees and persons working under the control of ZEAQUEST to ensure they are aware of their individual QHSE obligations. It is available to interested parties upon request and is reviewed periodically to ensure it remains relevant and appropriate to the organization.



Thitikul Nagadhana
Chief Executive Officer
January 9, 2026