



PERSONNEL PROTECTIVE EQUIPMENT POLICY

ZEAQUEST commits to protecting the health and safety of our employees and the people who work a part in the Company's operations and worksites.

This policy addresses general Personal Protective Equipment (PPE) to be used and maintained when it has been determined its use is required to ensure the safety and health of employees and reduce the likelihood of occupational injury and/or illness.

General PPE Requirements:

1. **Head Protection:** Helmets are mandatory in all operational areas to prevent head injuries.
2. **Eye and Face Protection:** Safety glasses, goggles, or face shields are mandatory when performing tasks that pose eye or face risks.
3. **Body Protection:** Coveralls or other body protection suits are required to protect against cuts, abrasions, and hazardous materials.
4. **Hand Protection:** Gloves are mandatory when handling sharp, abrasive, or hazardous materials and equipment.
5. **Foot Protection:** Safety boots or shoes with steel toes are required in all work areas to prevent foot injuries.
6. **Hearing Protection:** Ear protection, such as earplugs or earmuffs, is required in high-noise areas.
7. **Respiratory Protection:** Masks or suitable respirators are required when working with hazardous chemicals or in areas with poor air quality.
8. **Fall Protection:** Harnesses and other fall protection equipment must be used when working at heights or over open water.

This PPE policy applies to all ZEAQUEST personnel, subcontractors, and visitors engaged in any activities onboard vessels, in offshore environments, and in operational sites where PPE is required.

A handwritten signature in black ink, appearing to read "Thitikul".

Thitikul Nagadhana
Chief Executive Officer
January 9, 2026