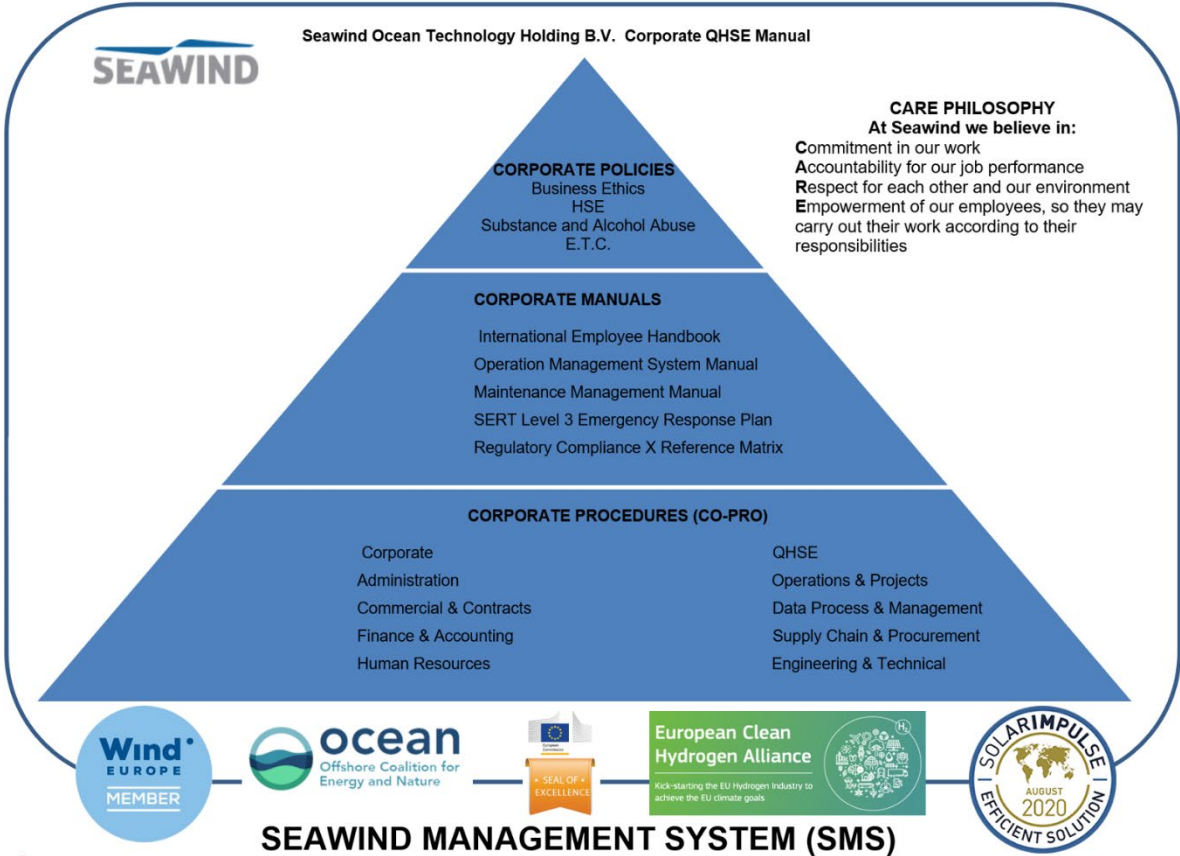


Policy No: **CO-POL- 801**

Policy Title: **HSE POLICY**



1. Introduction

Seawind Technology is a designer, developer and operator of marine floating wind turbines and hydrogen production facilities. We aim to provide affordable and sustainable renewable energy to support the transition to a decarbonized global economy.

Health, Safety and the Environment (HSE) underpins our organizational culture, management decisions and operational activities. We acknowledge that our operations have the potential to cause harm and so HSE risk management is a pre-condition of everything we do.

2. VALID FOR

This policy is applicable for Seawind Ocean Technology Holding B.V. and all its subsidiaries and affiliates.

3. Purpose

Our established HSE Policy and Management System contain the guiding principles that empower the following undertakings:

- We commit to complying with all applicable HSE laws, regulations, obligations and international good practice and standards.
- We implement and maintain systems and provide equipment to prevent harm to people and the environment to ensure healthy, safe, and environmentally responsible workplaces.
- We integrate HSE factors throughout the whole lifecycle of our assets and operations spanning their development, permitting, procurement, operation and maintenance, decommissioning and rehabilitation.
- Our current HSE focus areas are the prevention of major incidents, ensuring workers' fitness for duty, avoidance of carbon emissions, resource conservation and the minimization of impacts related to our off shore activities focusing on effluent, waste and biodiversity management;
- We actively consult, engage and listen to stakeholders including our employees, investors, contractors, supply chain, local communities and customers to understand their HSE concerns and each other's views.
- We have an ongoing commitment to providing training and ensuring the capability, competency and well-being of everyone working at our facilities and affiliates.
- We enable and practice safe and healthy lifestyles and behaviors both on and off the job.
- Our HSE objectives and continual improvement plans are based on proactive risk management which aims to progressively prevent and minimize impacts, losses and injuries; and
- We learn from incidents, share information to drive operational excellence and monitor, review and report on our HSE performance.

We recognize that our HSE culture, management and performance is dependent on our leadership, line management and the ownership of each and every one of us.

Martin Jakubowski

A handwritten signature in blue ink, appearing to read "M. Jakubowski".

Chairman

Seawind Ocean Technology Holding B.V.