

ESVAGT GROUP

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Financial Year Ended 31 December 2025:

This Statement is made under section 54 of the UK Modern Slavery Act 2015 for ESVAGT A/S and its consolidated group companies ("ESVAGT"). It describes the steps taken in the financial year ended 31 December 2025 to prevent modern slavery, including forced and child labour, servitude and human trafficking, in ESVAGT's operations and supply chains.

1. Our Commitment:

ESVAGT conducts business responsibly, ethically and in accordance with internationally recognised human rights. We have zero tolerance for modern slavery, including forced or child labour, servitude and human trafficking, and expect equivalent standards from employees and business partners. Our approach reflects the UN Guiding Principles, UN Global Compact, ILO Core Conventions, OECD Guidelines and Maritime Labour Convention.

2. Our Business and Supply Chain:

With headquartered in Esbjerg, Denmark, ESVAGT provides offshore safety, emergency response and marine support services to the offshore wind and energy sectors through an international fleet, including Service Operation Vessels (SOVs) and Emergency Response and Rescue Vessels (ERRVs).

Our supply chain includes shipyards, marine equipment manufacturers, technical and logistics providers, crewing agencies, professional advisers and specialist contractors. Although most operations are in Northern Europe, parts of the global maritime supply chain carry higher human rights risks; we therefore apply risk-based supplier oversight and due diligence.

3. Governance and Policies:

The Board oversees ESVAGT's human rights and modern slavery framework, supported by Executive Management and the Legal, Procurement, Human Resources and Sustainability functions.

Our principal controls include:

- ESVAGT's Code of Conduct;
- Supplier Code of Conduct;
- Whistleblower Policy;
- Supplier management and procurement procedures; and
- Governance, compliance and employment policies.

These controls prohibit forced labour, child labour, human trafficking, and other serious labour-rights violations.

4. Due Diligence and Risk Management:

ESVAGT uses a risk-based Supplier Relationship Management (SRM) programme to identify, assess and mitigate human rights risks incl. modern slavery risks, and annually evaluates suppliers under its SRM procedure.

Key measures include:

- supplier qualification and onboarding procedures;
- risk classification and supplier screening;
- supplier self-assessment questionnaires;
- contractual compliance requirements;
- audit and inspection rights where appropriate; and
- ongoing supplier monitoring and performance reviews.

Critical suppliers may be subject to enhanced assessment and verification processes, including reviews of labour standards, human rights practices and ethical business conduct.

Based on the nature and location of our operations, ESVAGT considers the risk of modern slavery within its own workforce and vessel operations to be low. The principal residual risks arise within certain segments of the global supply chain, particularly labour-intensive manufacturing, shipbuilding, recruitment services and activities conducted in jurisdictions associated with elevated inherent human rights risks.

5. Reporting, Training and Effectiveness:

ESVAGT encourages employees, suppliers and other stakeholders to raise concerns regarding unethical conduct or potential human rights violations.

Concerns may be reported through ESVAGT's whistleblower system, which allows confidential reporting and protects reporters against retaliation. ESVAGT promotes awareness of responsible business conduct through policies, onboarding processes, governance communications and management guidance. The effectiveness of our programme is monitored through supplier assessments, contractual compliance procedures, audit activities, management reporting and whistleblower investigations. As at the date of this Statement, ESVAGT is not aware of any substantiated incidents of modern slavery or human trafficking within its own operations.

6. Continuous Improvement:

During the next reporting period, ESVAGT will continue to strengthen its human rights and modern slavery framework through:

- supplier due diligence;
- continued integration of human rights considerations into procurement processes;
- periodic review of governance documents, and supplier requirements;
- development of sustainability and ESG reporting practices; and
- monitoring of evolving UK, EU and international human rights due diligence requirements.

Approval:

The Board of Directors of ESVAGT A/S have been informed of this Statement issued under section 54 of the UK Modern Slavery Act 2015, and it has been signed by the Chief Executive Officers.

Date: / / 2026

Chief Executive Officers;

08 October 2026 | 16:02 CEST

Signed by:

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 Kristian Ole Jakobsen
 ESVAGT A/S

07 October 2026 | 09:17 CEST

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 Søren Karas
 ESVAGT A/S