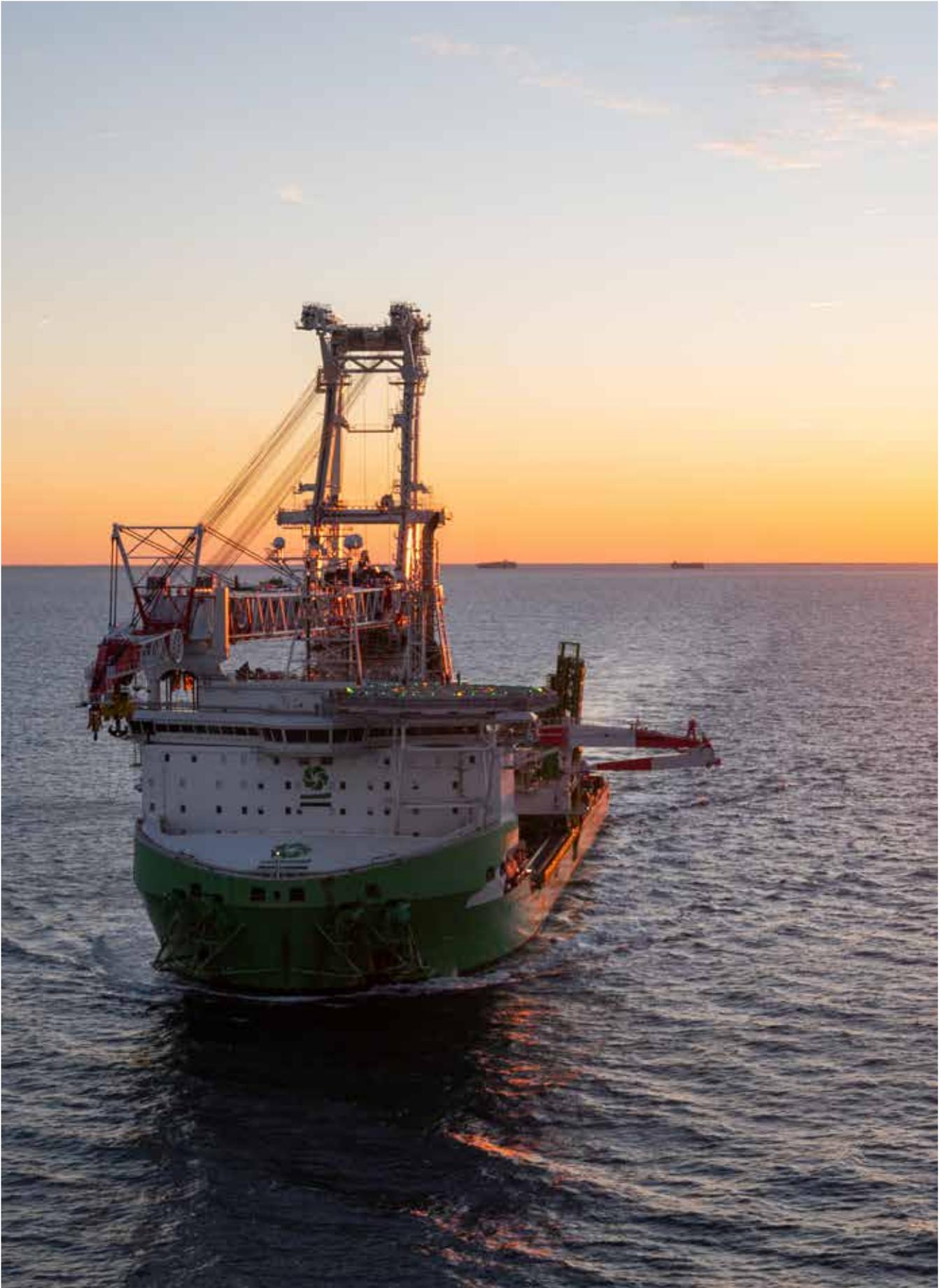




# **ESG POLICIES**



# Sustainability governance

## Our sustainability governance model focuses on two core elements:

To **explore** sustainable business solutions  
Continuously challenge ourselves to develop more sustainable solutions.

To **excel** in our operations  
Sustainable performance in our daily operations.

A description of this strategy can be found in Chapter 04. Sustainability Journey and Chapter 07. Sustainability Statements and on DEME's website and Investor Portal.

## Sustainability Matters – Deliverables & Policies

The Sustainability Team operates under a formalized and structured procedure for preparing sustainability deliverables and policies. This process ensures consistency, transparency, and alignment with regulatory requirements and stakeholder expectations. The responsibilities regarding sustainability impacts, risks, and opportunities are captured and outlined in different deliverables for each domain, as summarized below:

### Overall policies

- > Corporate Governance Charter
- > Code of Ethics and business integrity
- > Code of Ethics and Business Integrity for Business partners
- > Sustainability Policy
- > Remuneration Policy

### Business ethics such as (but not limited to)

- > Compliancy Policy
- > Procurement Policy
- > Anti-trust Policy
- > Anti-corruption Policy
- > Whistleblowing Policy
- > Tax control framework

### Health and Safety

- > **QHSE-S Policy**
- > **QHSE-S requirements for contractors, subcontractors and suppliers**

### Human Rights

- > Human rights Policy

### Environment

- > Managing Environmental Aspects
- > **Energy and Greenhouse Gas Policy**

- > **Policies relating to Material topics** (Energy transition, Occupational Health and Safety, Greenhouse gas emissions)
- > Externally disclosed policies

