

## INTEGRAL POLICY OF MARINSA DE MÉXICO

MARINSA de México is a mexican company dedicated to providing integral offshore services with specialized vessels, ensuring operational excellence *and the satisfaction* for our national and international clients in the Oil & Gas industry. *Aligned with our commitment to continuous improvement, this policy reflects our adherence to international standards and best practices regarding Maritime Safety (ISM Code), Quality (ISO 9001:2015), Environmental Protection (ISO 14001:2015), Anti-bribery (ISO 37001:2016) and Occupational Health and Safety (ISO 45001:2018).*

All employees, including top management, are committed to observing the following principles:

I. Preventive Approach.

*We promote the identification, analysis, control and proactive management of risks, hazards and factors that could cause nonconformities, environmental pollution, incidents, injuries, occupational diseases, or negative impacts on the natural environment, for the purpose of prevent and reduce their occurrence.*

II. Business Continuity.

*We implement and maintain effective risk management and control mechanisms, ensuring operational resilience to unforeseen changes or adverse situations, guaranteeing the continuity and sustainability of our operations.*

III. Legal and Regulatory Compliance.

*We are committed to complying with all legal requirements, regulatory and stakeholder guidelines that apply to our activities, ensuring that every process and decision operates within a framework of legality and ethics.*

IV. Customer Focus.

*We direct all our actions toward satisfying the needs and expectations of our clients, guaranteeing the quality, safety, and reliability of our services.*

V. Continuous Improvement.

*We encourage the continuous improvement of our processes and systems, promoting active participation, open dialogue, continuous training, and feedback mechanisms, such as surveys and ethical channels, to strengthen our Integral Management System.*

VI. Social and Environmental Responsibility.

*We act with respect for ethical values, promoting responsible resource management, contributing to social welfare, and adopting practices that protect environment and the ecosystems here we operate.*

VII. Safe and Healthy Work Environment.

*We ensure safe, healthy and sustainable working conditions, promoting a culture of accident prevention, occupational health protection, and ecosystem preservation.*

VIII. Anti-Bribery and Business Ethics.

*We expressly prohibit bribery and any forms of corrupt practices. Any violation will result in severe measures, including termination of employment and reporting to the relevant authorities. The Corporate Legal Office is responsible for supervising and enforcing these measures, acting independently and objectively.*



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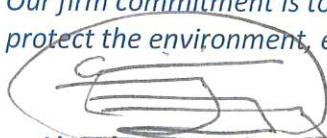




### **Difussion and Commitment**

*This policy will be communicated, understood, and applied by employees, client, partners, contractors, suppliers, and stakeholders, as part our commitment to responsible management and continuous improvement. It serves as a reference framework for establishing objectives, allocating adequate resources, and ensuring compliance with regulatory requirements and our standards for quality, safety, environmental protection, and ethics.*

*Our firm commitment is to embed this policy into our organizational culture to minimize risks, protect the environment, enhance customer satisfaction, and ensure corporate sustainability.*



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CEO MARINSA

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