



DEEPTTECH SOLUTIONS CORE VALUES

Our Values Underpin Our Company Policies, Business Philosophy and Strategy

At DeepTech Solutions, our Values reinforce our commitment to the Engineer's Creed - *to dedicate one's professional knowledge and expertise to the advancement and betterment of human welfare* – as well as underscore the qualities that define us as a leading Engineering & Technological Innovation company. We are passionate about what we do, and our commitment to Five Core Values not only ensures that as a company we're doing things the right way, but they act as our compass to let us know we are moving in the right direction towards a more sustainable future in energy. The clients, stakeholders and the communities we serve deserve nothing less. Underpinning our company's *HSSE Policy, Code of Ethics and Business Conduct* and *Quality Plan* are Values we demand from ourselves:

- **Integrity and Sincerity:** Our business is built on long-lasting relationships, founded on trust. We will be guided by the highest standards of ethical business conduct. We do the right thing and will never compromise that. We stand behind our promises. We treat our employees, customers and partners with fairness, honesty and respect. Our goal is to build trusted partnerships, which starts with open and honest communication in all interactions.
- **Technical Excellence:** We are committed to operational excellence, service quality and exceeding customer expectations. We take pride in what we do and will never sacrifice quality for profit or schedule.
- **Good Stewardship:** So much is entrusted to us – highly valuable assets of our clients, careers of our employees, the environment of the communities we work in and the health and safety of every human affected by our work, to name a few – we honor that trust and take pride in our duty.
- **Value Creation:** We believe sustainability is predicated upon shared value creation amongst stakeholders. Our business will not be successful if people are getting hurt, the environment is negatively impacted, or our clients' offshore assets are at risk. Success must be shared across the value chain.
- **Innovation:** We serve a highly specialized niche market and are dedicated to developing complete solutions to some of the most complicated technical problems in the offshore industry. While some others maintain there is no solution, we're hard at work demonstrating the power of innovation to our clients, peer oil companies and industry regulators alike.

Our leadership team members are recognized pioneers in offshore engineering. Our corporate philosophy is to dedicate that expertise to help our clients maintain the integrity of their offshore assets, while keeping their people safe, sustaining commercially viable businesses and protecting the environment. DeepTech's strategy is to provide solutions to complicated technical challenges, while demonstrating our core values of **Integrity and Sincerity, Technical Excellence, Good Stewardship, Value Creation** and **Innovation** in every part of our business. These are the cornerstones of our organization's culture, and they represent our company's collective ethos. While our strategy may change over time based on business conditions, our values are enduring.



A blue ink handwritten signature of Randy Jordan, written in a cursive style.

Randy Jordan
President and Chief Executive Officer