

Sustainability

Policy

This Sustainability Policy governs Maersk Drilling's approach to societal impact and confirms our commitment to be a good corporate citizen and responsible drilling contractor.

We aim to contribute to sustainable development and earn the confidence of employees, customers, investors and society at large. Maersk Drilling strives to keep up to date with latest international developments within responsible business conduct and is continuously refining its approach to integrating sustainability in strategic decision-making, processes, and policies.

Sustainability approach

Our approach to sustainability reflects our core values which remain the guiding principles in everything we do. Furthermore, the UN Sustainable Development Goals inform the way in which we work with sustainability, and our Sustainability Policy is supported by a number of subject-specific policies, which guide us in our daily operations. Our efforts within sustainability comprise the following three main areas:

Climate & Energy

As a company operating in the oil and gas industry, Maersk Drilling has an important role in taking **climate action** and helping to shape a sustainable energy future.

Amidst the energy transition, we are dedicated to continuing to meet global demand for affordable oil and gas in the most responsible way possible, meanwhile supporting the move towards a low-carbon society. This includes actively minimising the carbon intensity of our business as well as the activities of our customers and our supply chain. Additionally, we aim to utilise our technical expertise and assets to pursue new methods of combatting climate change.

People & Safety

Maersk Drilling is first and foremost a people business, and the **safety** of our people is our number one priority. We endeavour to develop governance structures, organisational competencies, capacity and a culture that promotes the objective of maintaining the highest safety standards.

We also want to uphold a supportive and productive working environment where all of our people are valued for their contributions, accepted for who they are, and can develop a meaningful career free from discrimination in a trusted environment. We believe that promoting **diversity & inclusion** is the right thing to do. It is also imperative to effectively attract, develop, and retain the best talent.

Going beyond the realms of our own business, Maersk Drilling aims to positively impact people that the business touches outside the company, through meaningful long-term **value creation in local societies** within which we operate.

Responsible business practices

Conducting business responsibly includes protecting people and minimising adverse effects of operations on the environment and society. Maersk Drilling's respect for this remains constant as we uphold high standards for **business ethics** and we are guided by our Code of Conduct when we interact with customers, suppliers, regulators, governments and other parties. A cornerstone of our business ethics is our non-compromising stance on adherence to human and labour rights and our aim to ensure compliance across all business activities including the elimination of corruption.

We are additionally actively protecting our **marine environment** by minimising spills, waste, recycling rigs responsibly and engaging in safe handling of chemicals.

Global sustainability commitments

Maersk Drilling supports the following international sustainability principles:

- 2030 Agenda and the UN Sustainable Development Goals
- UN Global Compact
- Universal Declaration of Human Rights
- ILO Declaration of Fundamental Principles of Rights at Work
- UNFCCC 2015 Paris Declaration
- International Maritime Organisation's Hong Kong Convention

Reporting

Maersk Drilling aims to conduct transparent, standardised, and impactful reporting and disclosure, in accordance with leading international standards. Sustainability reporting is guided by set accounting principles, and as part of Maersk Drilling's external reporting framework, a dedicated sustainability report highlighting our sustainability approach and performance is published annually.

Policies

The Sustainability Policy is supported by the following set of subject-specific policies, of which Maersk Drilling's operations are guided by on a daily basis, including but not limited to:

- Code of Conduct
- Third party Code of Conduct
- HSSE policy
- Diversity and Inclusion policy
- Modern slavery policy
- Rig recycling policy
- Tax policy

Approved by the Board of Directors of The Drilling Company of 1972 A/S on 11 February 2021.