



BUMIARMADA

## DRUG AND ALCOHOL POLICY

In line with our Health, Safety, Security and Environment (HSSE) Management Policy, where the overall HSSE objectives are stipulated, the “Company” (herewith refer to Bumi Armada Berhad, its subsidiaries and joint ventures that are within its management and operational control) is committed to maintaining a drug and alcohol-free workplace and promoting awareness of associated risks.

The “Company” prohibits the consumption, possession, purchase, sale, distribution, or use of drugs or alcohol, as well as working under their influence, by any person working for or with the Company, whether on “Company” premises or while conducting “Company” related work or business.

Exceptions apply only to approved medicinal drugs lawfully prescribed by a certified medical practitioner for legitimate medical treatment, subject to the availability of a valid prescription upon request. Such exceptions do not apply to psychoactive substances used without a prescription or to prescribed medications used outside their therapeutic purpose.

At its discretion, the “Company” may provide appropriate assistance to employees who voluntarily disclose substance use, while ensuring confidentiality in accordance with applicable laws in the jurisdiction of employment.

Any intentional violation of this Policy may result in disciplinary action, including removal from the workplace and, where required, referral to the appropriate authorities.

All employees, contractors, subcontractors on “Company” premises are required to adhere to this Policy at all times when performing services for or on behalf of the Company.

For and on behalf of Bumi Armada Berhad Executive Committee,

**ALEXANDER JAMES BRIGDEN**  
Chief Operating Officer  
15 May 2026

**LUKE CHRISTOPHER TARGETT**  
Chief Financial Officer  
15 May 2026