

SOCIAL RESPONSIBILITY BROCHURE

Page | 1

Foreword:

Sigmaris Group is an international, multi-disciplined holding company specializing in major areas such as shipbuilding, ship repair, industrial construction, and maintenance projects.

Our mission:

Creating the future by building

The aim of our company is centered around creating the future through construction and development projects that contribute to global progress.

Our vision:

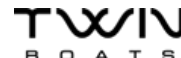
By consolidating the resources of the Group's companies and international business partners, using advanced technological solutions, we provide high-quality services and manufacture products, thereby contributing to the implementation of the projects worldwide.

Core Values:

The core values of integrity, innovation, collaboration, and sustainability form the ethical and operational foundation of Sigmaris, driving its pursuit of excellence, responsible business practices, and positive societal impact.

The purpose of this CSR brochure is to provide an overview of Sigmaris Group commitment to sustainable practices and social responsibility, highlighting our efforts to create a positive impact on both the environment and the communities we serve.

Jevgenij Petrov
"Sigmaris Group" founder



Understanding Corporate Social Responsibility

Page | 2

Corporate Social Responsibility (CSR) is a self-regulating business model that helps a company be socially accountable—to itself, its stakeholders, and the public. Its components include economic responsibility which refers to being committed to being as profitable as possible and maintaining a high level of operating efficiency; legal responsibility which obligates to be law-abiding corporate citizens and fulfill legal obligations; ethical responsibility, according to which a company has to perform in a manner consistent with expectations of social mores and ethical norms; and philanthropic responsibility which refers to performing in a manner consistent with the philanthropic and charitable expectations of society.



By practicing CSR, companies can be conscious of the kind of impact they are having on all aspects of society, including economic, social, and environmental. The purpose of CSR is to drive change towards sustainability by encouraging companies to conduct their business in an ethical manner, considering their wider impact and contributing positively to the communities in which they operate. This includes activities such as environmental stewardship, ethical labor practices, philanthropy, and community engagement.

As Sigmaris Group, we are staunch in the company's commitment to commerce with the utmost integrity, transparency and ethical standards. We acknowledge the significant impact that our operations have on employees, customers, community and environment, therefore, our dedication to social responsibility is implanted in our core values and business practices. By this we seek to build trust with stakeholders, create a supportive and inclusive work environment, and encourage participation in community service.

Our CRS key pillars

Gender fairness

We ensure that hiring practices and employment conditions are gender neutral as well as gender equity in opportunities and resources of the company. We believe that it has a positive impact on company culture and results in the building of a good and respected company reputation.

Empowering generosity and volunteering

We actively organize volunteer events in partnership with local charities and non-profit organizations, allowing employees to contribute. It is important for us to recognize employee

volunteerism through internal communication channels and provide resources for employees interested in organizing community service initiatives.

Diversity and equity

Bringing in talented people from different backgrounds and providing them with equal opportunities to thrive is what contributes to a more innovative and resilient business. This commitment to equity and diversity reflects our dedication to ethical practices and social justice.

Well-being and safety of employees

It is our duty to protect employee's right to privacy to keeping their personal information strictly confidential as well as to assure healthy and safe working conditions for all employees by identifying and eliminating the potential threats, evaluating and managing professional risks, performing prevention of accidents, emergencies and occupational diseases and complying with current Health and Safety legislation.

Maintaining high standards of governance

We maintain the highest ethical standards by performing business activities in line with our Code of Conduct. This allows us to maintain strong stakeholder connections by being transparent and actively engaged.

Principles

Shared responsibility

Social and environmental responsibility concerns everyone. In our case, the structure of Sigmaris Group means that employees share both the responsibilities and the benefits of ownership. We

strive to develop and implement a social and environmental policy that fits into the day-to-day activities and responsibilities of our employees, stakeholders, customers and suppliers.

Honesty and accountability

Democratic ownership entails authority, knowledge, and profit sharing. We shall be transparent and truthful in our communication of our environmental policy, goals, and performance to our staff, clients, and other stakeholders involved in our operations, such as suppliers and customers.

Sustainable progress

We're determined to work on raising our level of performance. When developing and putting into practice any new social and environmental policies and procedures, we shall consider technological advancements, evolving scientific facts, expenses, and customer concerns and expectations. We'll keep an eye on our performance, establish goals for development, and share our advancements.

Demonstratable compliance

We will comply with all applicable laws or beyond them. In the absence of regulation, we shall work to create and execute suitable standards of our own. The policy offers a statement of our obligations under a family of eight corporate social responsibility policies to consumers and stakeholders.

a) Standards of business conduct

We are dedicated to making sure that our company operates in compliance with strict legal, ethical, and professional standards in every way.

b) Workforce

Our objective is to be the top employer in all the communities where we operate.

c) Customers

Our success relies on our customers. Each employee is accountable for ensuring that interactions with customers and the public are marked by professionalism, integrity, efficiency, and honesty. We are committed to offering high-quality services, equipment, and products that provide good value for money. (Department-specific policies apply to customer interactions.)

d) Suppliers

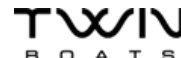
We view suppliers as integral partners in our mission to deliver high-quality products and services. We collaborate closely with them to meet our shared goals.

e) Community

We are dedicated to corporate citizenship, supporting a range of non-political and non-sectarian initiatives, organizations, and charities. By fostering relationships with our customers, suppliers, and local communities, we encourage our employees to engage in public service and be mindful of community needs. We actively gather feedback from our employees, stakeholders, customers, and suppliers to continuously improve our social and environmental practices.

f) Environment

Our commitment to the environment involves continuous management, enhancement, and transparent reporting of our direct and indirect impacts. We aim to responsibly manage the effects of our business activities, believing that strong corporate social responsibility practices are essential to our success.



g) Health and Safety

We are committed to providing a safe and suitable working environment, prioritizing health and safety in all business operations. We aim for continuous improvement in our corporate social responsibility efforts and encourage our business partners to match our performance. All our sites are dedicated to achieving our policy objectives, with regular reviews and external verification to ensure we meet our goals. Business unit managers and the Health & Safety Consultant will review progress at least annually.

h) Human rights

We uphold the Universal Declaration of Human Rights and strive to be guided by its principles in our business conduct.

Scope

The corporate social responsibility policy applies throughout Sigmaris Group and governs our approach to all our affiliated companies' activities.

Stakeholders, especially employees, are encouraged to share their feedback on the content and implementation of the corporate social responsibility policy.