AQUEOS MARINE, INC.

Equal Employment Opportunity/Affirmative Action Policy Statement

Aqueos Marine, Inc. ("Company") provides equal employment opportunity to all team members and applicants. The Company prohibits discrimination and harassment on the basis of race (including hairstyle or texture), creed, color, religion, sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), age (40 and over), national origin/ancestry, disability (including association with a person with a disability), military and veteran status, sexual orientation, gender identity or expression, marital status, familial status, genetic information (including family medical history), work-related injury, arrest and conviction record, use of public assistance, local human rights commission activity, work authorization status, or any other characteristic protected by federal, state or local law. The policy also applies to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with the Company.

The Company is committed to ensuring that any Human Resources activity or action impacting terms and conditions of employment, including recruiting, hiring, placement, formal or informal training (such as on-the-job training, co-op programs, apprenticeships and management trainee programs), job classifications, work assignments, transfers, assignment of overtime hours, promotion, demotion, lay-off, recall and termination and other related programs are provided fairly to all persons. Similarly, all salaries, wages and benefit programs will be administered in conformity with this Policy. The Company encourages each team member to develop their skills so that they can achieve their fullest potential. Therefore, we encourage all team members to continually seek opportunities to upgrade their skills and job knowledge and to ask their supervisor about training programs that might be appropriate for the goal of furthering their career path.

The Company pledges it will maintain a working environment free of harassment, intimidation, and coercion at all its locations. Harassment of any type and against any protected class will not be tolerated and may result in sanctions up to and including immediate termination. Team members who believe they have been victims of discrimination or harassment of any kind are required to report such incidents as soon as possible to their supervisor, any member of management, the Michels Corporation Human Resources department, or the Vice President of Human Resources. The Company has the overall responsibility of investigating and resolving complaints. Team members are not required to report to their direct supervisor if that person is the source of the discrimination or harassment, or if the team member is uncomfortable reporting to that person for any reason. The Company maintains and enforces a separate policy on harassment prevention, complaint procedures, and penalties for violations.

The Company's Equal Employment Opportunity (EEO) / Affirmative Action Policy is a public document. All managers, supervisors, and team members must share in the responsibility to ensure the Company's compliance with the EEO/Affirmative Action Plan. This Policy is available on our web site (www.michels.us) and is posted at all offices and job sites. Our EEO commitment appears on our company letterhead and all our employment advertisements.

The Company is interested in qualified job applicants. All team members are urged to refer qualified job candidates, including women, minorities, and those with disabilities, to the Company. In seeking referrals of craft workers from the union hall, we will specify that women, minorities, and those with disabilities are to be included in all such referrals. In soliciting bids for subcontracts, minority, female and disadvantaged business enterprise construction contractors and suppliers will be contacted.

The Company prohibits team members, subcontractors and their team members, suppliers and others doing business with us to engage in any form of discrimination, human trafficking and forced labor activities.

Jamie Mielke, Michels Corporation Vice President of Human Resources, has been appointed to serve as the EEO Officer. The EEO Officer will ensure that the Company is in full compliance with EEO requirements and has full authority to carry out all required EEO-related duties. Should you have any questions about this Policy, please contact the EEO Officer during normal business working hours (8 a.m. to 5 p.m. CST) at 1.920.583.3132.

It is the Company's intention that all actions and decisions will support the spirit of this Policy and program. It is incumbent upon every team member to do the same. The Company does not tolerate retaliation or threats of retaliation against anyone who raises a concern under this policy or who assists with an internal or governmental audit or investigation.

Walter Aguilar, President

1/01/2026
Date